



Job Title: Executive Director

Location: Quincy, CA

Context:

Since 1974, Friends of Plumas Wilderness has worked to protect wild landscapes, free-flowing rivers, and natural communities in the Upper Feather River watershed. We have a history of acting as strong advocates for what we value using a collaborative, science-based approach. The threats to public lands, and the laws, policies, and agencies that care for them are many, so our local efforts to protect them are critical - and our ambition to increase the effectiveness of our conservation work has only grown!

Scope:

While our organization, staff, and budget is small and grassroots, our network and reach is broad. Friends of Plumas Wilderness (FoPW) seeks an Executive Director (ED) to lead the organization into its next stage of environmental conservation. By carrying out our recently completed Strategic Plan, and leading the implementation of our programs, the Executive Director will be at the forefront of regional public lands conservation in the Upper Feather River watershed. As FoPW's senior leader and conservation strategist, the ED will coordinate large scale landscape planning with multiple partners.

The ED's job responsibilities are many, including people management, program oversight, day-to-day leadership, meeting income targets, and engaging the board. The ED will develop deep knowledge of FoPW's areas of expertise and operations. In collaboration with the board, the ED will use the Strategic Plan and program vision to develop an individual work plan within the first six weeks of employment.

The position, based in Quincy, California, is a full-time, salaried position requiring travel to local and regional program areas, meeting with staff and board members, community outreach, and attending events. The diversity of work will allow the right person to craft the position to their strengths and help grow FoPW to creatively meet the conservation challenges and opportunities in our region. The capacity to be self-motivated and self-directed is central to success.

Job Activities / Responsibilities

Organization and Finance

- **Financial Oversight:** Oversee fiscal operations including budget, finances, grant acquisition and fundraising.
- **Leadership:** Mentor, evaluate, and guide staff, interns, volunteers, and contractors.
- **Board Collaboration:** Regularly engage with the Board of Directors, providing strategic thinking, leadership and planning

Advocacy, Conservation, and Planning

- **Execute FoPW's Conservation Vision:** Work with key partners to implement a conservation program that supports a network of interconnected, protected wildlands in the region.
- **Lead Local Conservation Efforts:** Collaborate with partners to protect and maintain landscape connectivity, wildlife movement, ecological health, and climate resilience in the Upper Feather River watershed. This includes advocating for:
 - Inventoried Roadless Areas and Wilderness
 - Eligible and existing Wild & Scenic Rivers
 - Wildlife Corridors and Connectivity
 - Proposed Special Interest Areas and candidate Research Natural Areas

Outreach and Education

- **Events and Communications:** Plan and facilitate programs and events. Support communications by providing clear guidance on key messages and priorities.
- **Represent FoPW:** Convey a positive and professional public image, serving as the lead public spokesperson of the organization.

Monitoring and Stewardship

- **Cultivate Conservation:** Foster a culture of intergenerational engagement and conservation to safeguard wildlife, wildlands and free-flowing rivers.
- **Share and Synthesize Science:** Regularly meet and engage with partners and researchers to share findings and synthesize information.

Required Qualifications:

- Bachelors or Graduate degree in natural resource management, law, business or other relevant field and 3 - 5 years organizational leadership experience or the equivalent
- Conservation and public lands issue awareness
- Financial management, budgeting and organizational finance, and fundraising experience for organizational budget of ±\$275K
- Exceptional communication and interpersonal skills for both internal and external audiences
- Dedicated to collaboration using a scientific, solution-oriented approach, including with board and staff, and key community members, such as governmental leaders and agencies, partner organizations, indigenous communities, and others
- Committed to professional development and fostering an environment of trust, support and growth in others

Desired Qualifications:

- Experience supervising, leading, managing, and motivating staff
- Public land policy and issue expertise, non-profit experience
- Demonstrated strategy development and campaign planning
- Demonstrated skills as a big-picture thinker who can inspire and empower board members and staff to set and achieve big goals
- Underlying passion for and commitment to Upper Feather River watershed region
- Tech competency in Windows / Mac OS, Google Suite. Skills in ArcGIS a bonus

Salary Range (depending on experience): \$70,000 - 80,000 per year

- A one-time bonus may be provided to assist with workplace transition support at the successful completion of a 90-day probationary period.
- A housing stipend may be provided for up to 6 months to assist with housing expenses.
- These funds will be treated as taxable income.

Other benefits: Health, dental & vision insurance stipend (50% of premium); 3% Simple IRA. Paid time off. Pro deals on many outdoor industry brands. Doing important work with a great group of people in a centrally located downtown Quincy office.

To Apply Please send a cover letter explaining your interest in FoPW and summarizing key experiences, your résumé, and a short writing sample. Reference where you saw the job posting in your cover letter. Position open through January 31, 2026. Please apply - we'd love to hear from you.

Contact ExecComm@plumaswilderness.org