



Nemours Wildlife Foundation Executive Director

Nemours Wildlife Foundation seeks to recruit an Executive Director to be based in Yemassee, South Carolina.

About Nemours Wildlife Foundation

The Nemours Wildlife Foundation (Foundation) was established by the late Eugene duPont, III and his family in 1995. The Foundation is a 501(c)(3) public, non-profit organization housed on nearly 10,000-acre Nemours Plantation in northern Beaufort County, South Carolina. Nemours contains a rich diversity of habitats including remnant rice fields, fresh and brackish water marshes, upland pine and hardwood forests, bottomland hardwoods, and cypress/tupelo forests. The plantation lies within the Ashepoo, Combahee and Edisto (ACE) River Basin which consists of 1 million acres of diverse habitat and represents one of the largest undeveloped estuaries in the East Coast. It is listed by The Nature Conservancy as “one of the last great places.” The Foundation’s setting in this incredibly diverse natural landscape provides unmatched opportunities for conducting scientific and numerous educational programs. The Foundation is dedicated to the following mission:

- To develop and use management practices that conserve and sustain wildlife populations and their habitats.
- To deliver a research program that enhances our understanding of wildlife populations and their habitats and provides science-based information for decision-making on all issues impacting natural resources conservation.
- To deliver an educational and outreach program that enhances the appreciation of nature for all citizens.

Over the past 26 years, the Foundation has been guided by a dedicated Board of Directors and a remarkable staff, led by Dr. Ernie Wiggers, Ph.D. As the Foundation prepares for Dr. Wigger’s retirement, the organization continues to be guided by honoring the legacy of Eugene duPont, III, and his family and a long-term vision for land stewardship, education and discovery of the knowledge needed to manage, sustain, and restore wildlife populations and their habitats. In 2017, the Foundation received a substantial endowment from the duPont estate. With the assets of the endowment, the Foundation engaged in building a new research laboratory and other infrastructure improvements to enhance the facilitates and overall property.

The Foundation's exceptional history as land stewards is applied in management decisions based upon benefits to wildlife, wetlands, and forest resources. This approach has worked well but like any good organization there comes a time when you need to take a step back to review and evaluate what you have been doing, critically assess the results, and examine how you could be more efficient and effective. With the urging of the Board of Directors, the Foundation did an internal, self-evaluation in 2019 and developed a multi-year management plan that will take organization into the future.

Nemours Wildlife Foundation can take great pride in its role as steward and it is rewarding to see the Foundation continuously searching for new ways to improve how they go about their work. With the commitment of "Friends of Nemours Wildlife Foundation", a generous and growing number of enthusiastic citizens who share a commitment to conservation by making a significant annual donation, the Foundation is expanding its scientific research conducted by graduate and undergraduate students from colleges and universities throughout the Southeast. Moreover, the Foundation is investing in its educational programs aimed at students and teachers as well as landowners and managers. Nemours Wildlife Foundation is poised to continue to lead as a robust national conservation research and education organization. In serving its mission, the Foundation will continue to serve as a great champion in keeping the ACE Basin as one of the "last Great Places on the Earth" for future generations to explore and enjoy.

For more information on Nemours Wildlife Foundation, please visit www.nemourswildlifefoundation.org.

Executive Director

The Foundation is at a wonderful point in its evolution as a science-based conservation research and education organization. The new Executive Director will be a leader who inspires the organization to engage in a deeply worthwhile mission. The Executive Director will possess the skills to continue developing and leading the organization's strategic direction and to enhance the Foundation's programmatic and strategic impact. The Executive Director should be skilled in leading an organization that relies upon its volunteer leaders and science-based strategies to advance its educational outreach, scientific research, and land stewardship activities.

The Executive Director will be a person who has a keen desire to develop sustainable partnerships with nonprofits, universities, state and federal agencies, corporations, foundations, public policy leaders and individual donors to advance the Foundation's vision and Mr. duPont's legacy. In addition, the Executive Director will work to continue to enhance the governance and leadership capabilities of the Board. The Executive Director must be an intellectually agile and engaging individual.

The broad goals and objectives for the Executive Director are as follows:

- To provide leadership in evolving and implementing the Foundation's organizational vision, mission, and strategic priorities.
- To support the development of a vibrant future by continuing to cultivate, expand and make the best use of the Foundation's Board, volunteer leaders, and staff.
- To continue to expand the impact of the Foundation, pursuing groundbreaking conservation research, education, and strategic partnerships.
- To retain, attract, motivate, and manage a team of professional staff who possess the capacity to fulfill the organization's mission.
- To expand the reach, influence, and public recognition of the Foundation as a trusted science-based conservation organization.

Professional Qualifications and Personal Attributes

The Executive Director should ideally possess the following professional qualifications and personal attributes:

Professional Qualifications:

- A capacity to lead, inspire and mobilize people -- particularly leaders, volunteers, and other supporters -- in advancing the vision of a vibrant conservation enterprise.
- A management style that is goal oriented, but flexible; that respects the capabilities and independence of staff but provides them with a clear sense of direction.
- Experience building effective networks, partnerships, and/or coalitions.
- Ph.D., in forestry, natural resources or wildlife biology strongly preferred.
- The highest level of personal and professional integrity and quality standards.
- Strong work ethic and willingness to travel extensively, often for weekend and evening engagements.

Personal Attributes:

- Passionate commitment to the values and mission of Nemours Wildlife Foundation and a demonstrated conservation ethic.
- Ability to inspire trust, lead and facilitate with strong interpersonal skills and move from ideas to action.
- A superb professional and personal presence.
- Ability to think strategically, tactically, and creatively.
- Visionary, articulate, and diplomatic.

Compensation

Compensation for the Executive Director includes a generous compensation package.

How to Apply

Interested candidates should email a cover letter explaining how their skills and background fit this position and a resume to Daniel Sherman, President, Explore Company at resumes@explorecompany.com. Refer to NWF/ED in the subject line. No phone inquiries please.

Nemours Wildlife Foundation is an Equal Opportunity Employer and welcomes a diverse pool of candidates for this search.

All correspondence will remain confidential.