



Howland Hill Road, Jedediah Smith Redwoods State Park

EXECUTIVE DIRECTOR

The Executive Director must be an experienced, strategic leader and passionate ambassador for northern California's redwoods who will grow and expand RPC's impact through a collaborative, partnership-driven approach.



Rhododendrons, Del Norte Coast Redwoods State Park

POSITION OVERVIEW

Redwood Parks Conservancy seeks a strategic leader to drive the organization forward in its mission to support these globally treasured public lands. The Executive Director will be responsible for stewarding the ongoing operations and financial health of the organization, as well as establishing long-term strategy and sustainability. They will lead a dedicated team of full-time and seasonal staff, collaborate with and develop an active and engaged Board of Directors, oversee program development and implementation, and maintain strong relationships with partner agencies and Tribal Nation communities.

The Executive Director is the face, voice, and heart of this \$4M park partner organization. Through RPC and its partners, the Executive Director will support the conservation and vitality of these iconic northern California coastal parks and enhance a visitor experience that builds lasting stewardship and organizational impact.



Boy Scout Trail, Jedediah Smith Redwoods State Park

ORGANIZATION BACKGROUND

Redwood Parks Conservancy (RPC) fosters understanding, enjoyment, and stewardship of northern California's coastal public lands by providing support to the partner agencies—the National Park Service, California State Parks, and U.S. Forest Service—entrusted with their care.

Since its founding in 1976, RPC has grown and evolved into a thriving organization. It works in collaboration with agency partners to provide a variety of education and stewardship programs that contribute significantly to the conservation, restoration, and preservation of over 140,000 acres of redwood ecosystems within Redwood National Park, twelve California State Parks, and the Smith River National Recreation Area. Proceeds from park visitor center retail stores and online sales, along with donations from individuals and foundations, are used to fund essential projects throughout these redwood parks and public lands. RPC supports events and programs, operates a volunteer program, raises funds through memberships, grants, and donations, and helps to welcome over 2.5 million visitors annually to Redwood National and State Parks.



Partnership and leadership, Yurok Nation, National Park Service, California State Parks, Parks California, and RPC representatives

COMPENSATION

The compensation range for this position annually is \$95,000 - \$135,000. A generous benefits package offered includes health, dental, vision and life insurance. Simple IRA plan with 3% match, cell phone reimbursement and a generous Vacation and Sick Leave accrual.

LOCATION

The Executive Director will work on site at Redwood National and State Park Headquarters in Crescent City, California.

WORKING CONDITIONS

Frequent travel to locations throughout the parks system and to partner meetings is expected. Locations span 75 miles of California's northern coast, which can take several hours to drive end-to-end. Travel to local events and speaking engagements, including occasional overnight trips is required.

TO APPLY

The position will remain open until filled. Please visit redwoodparksconservancy.org/job-opportunities to apply.

Applications should include a resume and a cover letter describing your qualifications that match the position criteria and what you will bring to the role. A background check must be passed before accepting the position. A valid driver's license is required.

START DATE

Winter/Spring 2026



RESPONSIBILITIES



Sprouting redwoods, Mill Creek Nursery



Among the redwoods, Redwood National and State Parks

LEADERSHIP AND STRATEGY

- Serve as chief executive of Redwood Parks Conservancy, providing strategic vision and organizational leadership in partnership with the Board of Directors
- Advance RPC's mission and long-term sustainability while strengthening its role as a trusted public lands partner

FUND DEVELOPMENT AND FINANCIAL STEWARDSHIP

- Lead and grow diverse revenue streams including fundraising, grants, memberships, donations, sponsorships, and retail sales
- Oversee budgeting, financial reporting, and fiscal controls to ensure organizational stability and compliance
- Supervise development and finance leadership and steward major donors



Lupine, Bald Hills



Wild Calypso Bulbosa Orchid, Redwoods National and State Parks

AGENCY PARTNERSHIPS AND EXTERNAL RELATIONS

- Serve as primary liaison to partner agencies including the National Park Service, California State Parks, and the U.S. Forest Service
- Build and maintain strong relationships with agency leaders, Tribal partners, donors, community organizations, and sector partners
- Represent RPC publicly with professionalism, diplomacy, and credibility

OPERATIONS MANAGEMENT

- Oversee all organizational operations including retail stores, e-commerce, programs, events, communications, and administration
- Lead, support, and evaluate senior staff while fostering a safe, equitable, and collaborative workplace
- Work closely with the Board of Directors to support governance, planning, and organizational effectiveness



DESIRED EXPERIENCE AND COMPETENCIES

The ideal Executive Director will have an extensive background in management and leadership, including a track record of progressive leadership positions with effective operational and financial oversight, successful fundraising, and developing dynamic new programs and innovations to drive organization and retail growth. They must be motivated by a clear and driving passion for conservation, public lands, and partnership. Retail experience is beneficial.

The ideal candidate may come from a variety of career pathways. Excellent interpersonal skills are essential, including staff leadership and development, a diplomatic approach to collaborating with the board, and the ability to cultivate strong relationships with partner institutions. The successful candidate will be a strategic leader with the ability to manage a nonprofit organization, chart a path forward, and provide the attention to detail to execute the operational actions needed to ensure success. Executive leadership skills paired with a creative, collaborative approach are essential



Raised walkway, Grove of Titans
All images courtesy of Redwood Parks Conservancy

ADDITIONAL INFORMATION

More information on Redwood Parks Conservancy can be found at redwoodparksconservancy.org.

For additional information regarding this opportunity, please contact:

Executive Director Search Committee
edsearch@redwoodparks.org

Redwood Parks Conservancy is an Equal Opportunity Employer.

At Redwood Parks Conservancy, we recognize that our effectiveness is enhanced when equity and inclusiveness are practiced and protected throughout our organizational governance, operations, culture, and staffing. Redwood Parks Conservancy is committed to building a diverse community that is inclusive of people from all backgrounds. Redwood Parks Conservancy does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, genetic information, disability unrelated to job or admission requirements, or veteran status.

