

The Pacific Forest Trust
Vice President – Policy and Incentives
San Francisco, CA
Full Time

About the Organization

Since 1993, the Pacific Forest Trust (PFT) has been dedicated to conserving and sustaining America's private, working forests and safeguarding their myriad public benefits. Working cooperatively with landowners, government agencies, and the public, PFT advances forest conservation through a three-pronged strategy: retain (through conservation practices), sustain (through stewardship forestry), and gain (through market and political incentives). To date, PFT has established conservation easements on 45,000 acres, supervised forest management on 15,000 acres, and provided conservation advice and services to owners of more than 8 million acres. PFT also leads regional and national policy efforts, promoting climate change legislation and designing market-based incentives to reduce greenhouse gas emissions.

For more information, visit www.pacificforest.org.

Vice President – Policy and Incentives

The Vice President – Policy and Incentives will provide key leadership to PFT's growing national and state policy programs. This position will oversee staff collaboration with forestland owners, public agencies, and nonprofit organizations to develop incentives for conservation and stewardship. The Vice President will also promote the inclusion of working forests in climate policy at the federal, state, and regional levels. Management responsibilities include organizing and supervising strategic measures, coalition building, ensuring delivery of well-crafted messages, and contributing to coordinated communications campaigns. This role requires excellent leadership, communication, and management capabilities, and the ability to engage the staff, board, and other key stakeholders.

Based in PFT's main office in San Francisco, the Vice President will manage a five-person, geographically dispersed policy team. The Vice President reports to the president of the organization.

Primary Duties and Responsibilities

Program Responsibilities

- Direct and refine PFT's national and regional policy initiatives.
- Lead PFT policy staff in development, monitoring, and achievement of annual and strategic goals and objectives.
- Oversee staff collaboration with private forestland owners, foresters, public agencies, other resource managers, nonprofit organizations, and other forest stakeholders.
- Support and promote model conservation projects.
- Promote inclusion of working forests in climate policy at the federal, state, and regional levels; create/expand incentives for conservation, mitigation, and ecosystem service stewardship through policy activities.
- Working with the president and staff, advocate for and obtain funding from government programs for PFT conservation priorities.
- Collaborate closely with PFT communications team to ensure articulation and promotion of PFT policy initiatives. Represent PFT's policy team at various public events.
- Supervise and assure professional development of policy staff, including individual goal setting, review, accountability, and training. Build and maintain a high-functioning team of successful individuals.
- Contribute to organizational development goals and activities as a member of PFT's management team.
- Manage, maintain, and improve PFT's policies and procedures, as well as information management systems.

Financial Accountability Responsibilities

- Prepare annual budget for this program area, including revenue and expenses. Manage budget; monitor and report on variances.
- Manage program expenses and revenue generation to ensure that the program area is financially self-sufficient on an annual basis and contributes, where possible, unrestricted revenue to the organization as a whole.
- Work with PFT's president and development team to access charitable and other public funding from major donors, foundations, and government programs.

Qualifications

Experience and Skill Sets

- 10+ years in senior policy positions in comparable organizations
- Advanced degree in law, public policy (emphasis on natural resource policy or related preferred), or similar discipline
- Demonstrated success and expertise in the development, management, and implementation of sophisticated policy initiatives
- Superb team management skills; demonstrated ability to guide, empower, and supervise highly skilled policy staff
- Thorough knowledge of existing forest policies, regulations, and programs at the federal and state levels
- Demonstrated success in leading campaigns to achieve policy objectives through adoption of legislation, regulation, and programs
- Expertise and success in obtaining funds from public and private sources for policy-related programs and projects
- Demonstrated success in development and implementation of political strategies
- Deep understanding of forests, natural systems, and forestry
- Deep understanding of forest ecosystem services, and emerging ecosystem service policies, programs and markets, with an emphasis on the role of forests in climate policy
- Demonstrated expertise in systematically and thoroughly managing a complex and dynamic portfolio of initiatives and projects
- Expertise in developing and administering budgets
- A strong track record of collaboration and partnership with varying stakeholders in development of successful policy initiatives
- Experience working effectively with board members, major donors and volunteers

Personal Attributes

- Excellent facilitation skills; ability to interact with a wide variety of constituencies at different levels of authority and from differing cultural backgrounds
- Outstanding oral and written communication abilities; demonstrated skill in communicating information—from the technical to the general—to a variety of audiences
- Excellent organizational skills with attention to detail and the ability to effectively plan and problem-solve
- Results-oriented with a keen understanding of the steps necessary to achieve goals on deadline and within budget
- Discretion and the ability to deal with sensitive issues and information in a professional and, as required, confidential manner
- Excellent judgment, tact, and integrity, especially when dealing with donors, board members, government agencies, elected officials, volunteers, and the public at large
- Willingness to travel regularly

Compensation and Benefits

This position will be based at PFT's main office in the Presidio of San Francisco. This is a full-time position with a competitive salary and a comprehensive package of employee benefits.

To Apply

Interested candidates should follow the link below to submit a resume, cover letter, and salary requirements:

http://www.ceaconsulting.com/what/position_details.aspx?client=CEA&jobId=93

Please also let us know how you learned about this position.

Inquiries received via phone call or direct email will not be eligible for review.

The Pacific Forest Trust is an equal opportunity employer.

(June 2010)