



Executive Director

Gilsland Farm Audubon Center, Falmouth

Lead the future of one of Maine's most beloved and impactful conservation organizations.

Since 1843, Maine Audubon has worked to conserve Maine wildlife and wildlife habitat by engaging people in education, conservation, and action. The oldest and largest Maine-based conservation organization, Maine Audubon has eight public centers and sanctuaries across the state, seven chapters, and 30,000 members, volunteers, and supporters, and connects with more than 250,000 people annually.

We are seeking a collaborative and mission-driven leader to serve as our next Executive Director. With a dedicated staff, a passionate statewide community, and a legacy spanning over 150 years, we're ready to implement a new strategic vision plan—and we're looking for someone excited to help shape that future.

From protecting wildlife habitat to advocating for climate-smart policy to delivering nature-based education across Maine, we believe that when people connect with wildlife, they take better care of it. If you're energized by strategy, partnerships, systems, and people—and you believe in inclusive, community-driven conservation—we'd love to meet you.

Key Responsibilities

Implement our Vision and Direction

- Lead the implementation of Maine Audubon's new board approved strategic plan; adjust and evolve priorities to meet the moment
- Align people, programs, and systems to support sustainable, mission-aligned growth
- Drive the Comprehensive Campaign
- Provide leadership to conduct and complete the campaign in order to successfully implement the objectives of the strategic plan
- Oversee the development function and personally solicit major gifts

Support and Empower the Team

- Foster a collaborative, inclusive organizational culture that supports staff well-being and performance
- Ensure an effective organizational structure, create staff opportunity, and build leadership capacity across teams

Cultivate Relationships

- Serve as a visible and engaged ambassador throughout Maine and beyond
- Build authentic relationships with donors, nonprofits, community leaders, public officials, and partners

Oversee Operations

- Supervise financial health, budgeting, and risk management
- Partner with the Board of Trustees on governance, fundraising, and long-term sustainability

Qualifications

We encourage applications from candidates with diverse backgrounds and experiences. The ideal candidate brings a mix of the following:

Required

- Deep alignment with Maine Audubon's mission, values, and commitment to equity and access
- 10+ years of progressive leadership experience, including senior roles in nonprofit, public, or mission-driven organizations
- Proven success managing people, programs, and budgets in complex settings
- Strong strategic and operational acumen, with a collaborative leadership style
- Demonstrated ability building relationships with diverse stakeholders—including staff, board, donors, policymakers, and community members
- Experience with fundraising and/or philanthropic partnerships
- Background in public policy, systems change, and leading major capital campaigns

Preferred

- Bachelor's degree or equivalent lived/professional experience; an advanced degree in nonprofit management, public policy, business, environmental studies, or a related field is a plus
- Experience working in or in partnership with conservation, environmental education, or advocacy organizations
- Familiarity with Maine's ecological, cultural, and political landscape

Who You Are

- A strategic thinker who brings clarity and direction, especially in times of growth or complexity
- An inclusive leader who builds trust, shares power, and creates space for others to thrive
- A confident communicator who can represent Maine Audubon publicly and authentically
- A systems thinker who values transparency, equity, and accountability

Why Maine Audubon?

- We are one of Maine's most respected nonprofits, with a strong foundation and a bold vision
- Our organization has a rich history and a dynamic future—including major initiatives, capital investments, and expanding statewide reach
- We are committed to equity and belonging as core parts of our mission and culture

Salary Range: \$145,000-\$185,000

To Apply: Catherine Nugent HR Consulting has been engaged to manage this search. Please send your resume and cover letter to Cathy Nugent, Principal, at cnugentconsult@gmail.com. Applications will be reviewed on a rolling basis. Please contact Cathy if you are seeking an accommodation in the application process. We encourage you to apply even if you don't meet 100% of the requirements but believe that you would be a good fit for this position.

Maine Audubon is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, disability, veteran status, or any other aspect of identity protected by applicable federal, state, or local law.