



The Land Institute
President
Salina, KS
Full Time

About the Organization

The Land Institute's core activity is a research program to create a "natural systems agriculture" that mimics the processes and structure of natural ecosystems. The Institute has played a leading international role in defining, explaining, and pursuing the natural systems agriculture concept and in giving it a public voice. The Institute collaborates with universities, governments, and research and advocacy organizations on six continents. Its own ambitious research focuses on the idea that for the prairies of the North American continent, natural systems agriculture means creating an ensemble of perennial high-seed-yielding grain, legume, and oil-seed plants that can be grown in various combination, that is, an agriculture of perennial polycultures that can meet human needs into the future. The Land Institute is dedicated to the idea that perennial polyculture agriculture can significantly reduce or reverse soil erosion, use water more efficiently, improve soil quality, greatly reduce reliance on harmful fertilizers and pesticides, and reduce greenhouse gas emissions through increased carbon sequestration in soils. Such an agriculture would be based on "the marriage of ecology and agriculture," utilizing our most advanced knowledge of ecology, genetics, and agronomy to make conservation the consequence of agricultural production. While the scientific work of the Institute focuses on the North American prairie, we work with others who are applying the natural systems agriculture concept to other native ecosystems.

The scientific research program of the Institute is supported by a variety of research and educational activities carried out in cooperation with other research centers, universities, and individuals. The Institute works under the assumption that its scientific research program in the long run will require social, cultural, and political changes consistent with and in support of a flourishing natural systems agriculture. Therefore, it seeks to nurture creative thought, writing, and teaching that explore the need for and the nature of such changes.

The Land Institute is located in Salina, Kansas, along the banks of the Smoky Hill River at the border of medium and tall grass prairies, making it an ideal location for its research mission. The Institute now employs about 35 people on site, including seven Ph.D. scientists and numerous graduate students and post-doctorate fellows. The research staff is a warm and cohesive group, well connected regionally and throughout the world. The staff publish regularly in leading scientific journals and in more popular publications and speak frequently at prominent universities. In addition to the books authored by Wes Jackson, the Institute's work has inspired many other books and periodical publications. The Institute sponsors an annual Prairie Festival, attended by up to 1,000 people each year from all parts of the country. It features an impressive array of internationally known and local speakers and artists.

In January, 2015, The Land Institute entered into an agreement with the Malone Family Land Preservation Foundation that established the Perennial Agriculture Project (PAP). The PAP, a 15+ year project, is devoted to the expansion of perennial agriculture research.

For more information, please visit www.landinstitute.org.

President

The Board of Directors of The Land Institute is conducting a national search for President of The Land Institute on the retirement of Wes Jackson, founder and President since 1978. The Land is looking for a

person with exceptional energy, vision, and leadership skills. A successful candidate for the position must demonstrate that he or she is able to provide overall supervision of the Institute's programs, compellingly represent the Institute and its work to diverse audiences, raise significant funds to finance the Institute's research and educational programs, and work with the staff and board to continually renew and reshape the programs of the Institute in pursuit of its mission.

This is a high-profile opportunity for a dynamic conservation professional. The Land Institute will consider candidates with a range of backgrounds whose core values and leadership abilities match the demands of the President role. The President will report to the Board of Directors.

Primary Duties and Responsibilities

The President will perform the following and other duties as assigned:

Strategic Vision & Leadership

- Working closely with the board and staff, refine, renew, and implement The Land's overall organizational vision, strategy, and programmatic priorities.
- Ensure the organization's goals and programs build on The Land's accomplishments to date and further strengthen the quality, relevance, and profile of the organization.
- Provide oversight and leadership for The Land's programmatic work, collaborating with the Director of Research and his staff, and engaging appropriate external expertise as necessary.

External Relations

- In partnership with the board and staff development team, create and execute a diversified fundraising plan to secure revenue from new and existing funders, including major donors, foundations, governmental entities, and individuals to support further growth and ensure the long-term financial health of the organization.
- Represent The Land Institute externally and raise the profile of the organization among funders, partners, academics, and the public. Expand awareness of The Land's program achievements and build on the organization's reputation as an innovative and credible leader in the advancement of natural systems agriculture.
- Maintain and cultivate The Land's global relationships with relevant researchers, nonprofit leaders, and other stakeholders to expand organizational impact.

Organizational Management & Board Relations

- Oversee all programs and operations of the organization, ensuring that appropriate goals and objectives are established, and expectations are met or exceeded.
- Provide leadership, direction, and support for all staff and directly supervise senior staff.
- Motivate staff to achieve The Land's maximum potential by promoting an organizational culture and structure that fosters communication, collaboration, teamwork, and trust.
- Oversee annual budgeting and evaluation of The Land's efficacy; report to the board on progress toward meeting the Institute's goals.
- Cultivate and sustain a productive and mutually supportive relationship with the board and assist in the identification and recruitment of new board members when needed.

Qualifications

Candidates for the position of President of The Land Institute must demonstrate that they possess:

- Significant experience in a relevant leadership role—experience in nonprofit management preferred

- Proven success balancing the vision of an organization with the day-to-day operational details
- Strong executive leadership and management skills, including the ability to inspire and work well with staff and board
- Thorough understanding of and agreement with The Land Institute's mission
- Exceptional communication skills and ability to articulate The Land Institute's work in compelling ways to highly diverse audiences in formal speeches and a wide variety of informal situations
- Exceptional and proven fundraising skills, including the ability to work with the Institute's development staff to identify new sources of funding, the ability to continually strengthen the community of donors, and sufficient understanding of technologies to work effectively with development staff using effective tools
- Scientific knowledge and training sufficient to understand and provide general supervision of the scientific research program, which is directly managed by the Director of Research, and to convincingly articulate the research program to others
- Familiarity with relevant scientific research communities and funding sources
- Understanding of the social and economic complexities of agriculture in regional, national, and international contexts
- Knowledge of farming, the agricultural community, and the community of agricultural research and policy
- Experience managing institutional growth and change highly desirable
- Initiative, inquisitiveness, intellectual curiosity, and a high level of integrity
- Bachelor's degree required, advanced degree in a relevant field preferred
- Willingness and ability to travel regularly

The Board recognizes that these qualifications set an exceptionally high standard. It also recognizes that not all candidates will be able to meet all of these qualifications to the same degree. The successful candidate will be able to demonstrate the possession of a wide range of these skills and the ability to develop additional skills as needed.

Compensation and Location

The Land Institute offers an excellent benefits package and a competitive salary that is commensurate with experience. The President will be expected to live in or near Salina, Kansas, and to engage in occasional international travel and regular and extensive travel throughout the United States.

To Apply

To be considered for this position, interested candidates must follow the link below to submit a resume, cover letter, and salary requirements. CEA Recruiting is assisting The Land Institute with this search. Please direct all applications and inquiries to CEA Recruiting. This position will remain open until filled.

<http://job.ceaconsulting.com/jobs/president-salina-ks-34278>

The Land Institute is an equal opportunity employer and actively encourages applications from women and people of all ethnic and national origins and sexual orientations.

CEA Recruiting works with leading environmental nonprofits, foundations, and businesses to recruit top talent and design effective organizational staffing strategies. For more information, visit www.cearecruiting.com.