

**North American Butterfly Association**

*Executive Director*

*Position Announcement*

[Scion Executive Search \(SES\)](#) has been retained to conduct a search for the Executive Director on behalf of our wonderful client, the North American Butterfly Association, the largest organization in North America focused on butterflies and their increased public enjoyment and conservation.

**ABOUT North American Butterfly Association:**

The North American Butterfly Association (NABA) is a national 501(c)(3) non-profit, membership-based organization and covers 25 chapters across 22 states. NABA is dedicated to increasing the world's populations of butterflies through direct action, such as by land acquisition and legal action; creating a constituency that deeply cares about butterflies and their conservation; monitoring butterfly populations; and by encouraging the creation of habitats for butterflies through its thousands of citizen volunteers engaged in their Butterfly Garden Certification Program. Their monitoring programs have amassed the largest database of butterfly occurrences in the world and is relied upon in major scientific publications!

NABA owns and operates the 100-acre [National Butterfly Center](#) in Mission, TX, an exceptional education and conservation center that is the largest botanical garden in the U.S. focused on using native plants in a garden setting! In addition, NABA is currently developing the nearby, 350-acre Pixie Preserve. NABA is the only NGO member of the South Florida Endangered Species Working Group and is a member of the steering committee of the Monarch Joint Venture. NABA has launched the Florida Butterfly Movement, saved the last viable colony of Regal Fritillaries in the eastern U.S., succeeded in getting Miami Blues listed as endangered, begun an innovative program to save Bartram's Scrub-Hairstreaks, and is working with Texas state and Miami-Dade County to restore the endangered pine-rockland habitat for butterflies and other fauna and flora. To learn more about NABA, including their two outstanding magazines, *American Butterflies* and *Butterfly Gardener*, please check out their website here: <https://www.naba.org/>

**POSITION OVERVIEW:**

NABA is seeking an Executive Director who can expand their 5,000-person membership base, harness and improve chapter engagement, build a strong financial foundation, and most importantly, make evidence-based decisions to carry the organization forward! The right person will be a bold thinker who's passionate about conservation efforts as well as a skilled communicator who can inspire people to join the butterfly movement.

Reporting to the Board of Directors, the Executive Director will bring a vast array of skills and experiences to aid and serve NABA's mission as well as to passionately lead their nonprofit team! NABA is headquartered in Morristown, New Jersey and operates fully remotely.

## **POSITION RESPONSIBILITIES:**

- Partner with the Board of Directors and staff to outline a strategic vision for the organization's future and assess progress towards planned goals.
- Enhance NABA's public profile to further awareness.
- Create initiatives that persuade enthusiasts to become members of the organization.
- Identify and develop opportunities to partner with other organizations to further NABA's mission.
- Engage in fundraising and development efforts by soliciting individual donations, major gifts, grants, and contracts. Cultivate a strong donor base to secure organizational funds.
- Acquire properties to further conserve butterfly populations, habitats, and food resources across North America.
- Own the organization's financial practices and management, including reviewing and participating in monthly financial statements, accounting system entries, accounting protocols, and tax returns/audits to maintain impeccable financial controls.
- Supervise, hire, cultivate, and evaluate staff, building a professional and enthusiastic team. Support the staff's overall well-being and provide guidance and mentorship when applicable.
- Communicate frequently across the organization and publicly about achievements and important events.

## **MINIMUM QUALIFICATIONS:**

- 3 years' experience as an Executive Director or completion of duties at a comparable level.
- 5 years of leadership experience, especially over remote teams.
- Demonstrated passion for nature, with specific interest in butterflies desired.
- Driven, energetic, strategic, and entrepreneurial spirit determined to achieving success.
- Charismatic and visionary demeanor with superb verbal and written communication skills.
- Attention to detail, strong organizational skills, and an inclination for detailed record keeping.
- Knowledge of effective marketing and social media principles.
- Understanding of development practice and grants processes, especially from private foundations and government agencies. Lobbying experience helpful!
- Donor prospecting capabilities with ability to artfully articulate the organization's mission.
- Solid grasp of revenue budgeting and forecasting principles.
- Promotion of a diverse, equitable, and inclusive environment and actively working to implement and strengthen these priorities.

## **COMPENSATION AND BENEFITS:**

This fantastic, full-time opportunity offers a competitive base salary of \$130,000 to \$175,000 and successful leadership will be rewarded with bonuses and salary increases.

## TO APPLY:

The North American Butterfly Association has retained the services of Scion Executive Search, a national executive search firm specializing in mission-driven organization recruitment, to assist in conducting this important search. For immediate consideration, please apply with your resume and cover letter formatted in Microsoft Word, via <https://scionstaffing.com/job/9138/>.

### **Please address applications to:**

Ex Hopson, Executive Recruiter  
Scion Executive Search  
(888) 487-8850 Extension 142

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made.

## ABOUT OUR FIRM:

[Scion Executive Search](#) is a national award-winning executive search firm! Since 2006, we have had the pleasure of successfully placing hundreds of exceptional leaders to organizations with incredible missions and programs. Through our innovative team building and recruitment solutions, we seamlessly bridge the gap in interim and executive searches. Our track record and recruitment process has made us one of the top recruitment firms in the nation.

We are proud to be part of the **Forbes** lists of the Best Executive Search Firms and the Best Recruitment Firms in America. Additionally, we have been recognized as a recruitment leader by **ClearlyRated**, as well as a top recruitment firm by **The Business Times** for over ten years running. More information about Scion Executive Search can be found at [www.scionexecutivesearch.com](http://www.scionexecutivesearch.com)

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