



**Position Title:** Director of The Nature Place

**Location:** La Crosse, Wisconsin

**Position Type:** Full-time, permanent

**Starting Salary:** \$60,000 - \$70,000 annually, exempt from overtime

**Benefits:** Six weeks paid time off annually, health, dental, 401(k) with match, seven paid holidays, parental leave, flexible schedule, Employee Assistance Program, dynamic & fun work environment

**To Apply:** Email your *resume & phone number* to [admin@diversesearchaa.com](mailto:admin@diversesearchaa.com)

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#### **About The Nature Place:**

The Nature Place (TNP) is a nature-focused community center open to the public in beautiful Myrick Park in La Crosse, Wisconsin. Our mission is to inspire and cultivate meaningful connections between people and nature, for the benefit of both. We offer nature education programs and community events for all ages, and our unique space is available to visit during open hours or rent for special events and meetings. The Nature Place operates using the urban ecology model pioneered in Milwaukee. It is your space, year-round, rain or shine.

The Nature Place is a division of WisCorps, Inc., a 501(c)(3) non-profit conservation organization that engages youth and young adults in two areas: conservation projects through the **Wisconsin Conservation Corps** ([www.wisconsinconservationcorps.org](http://www.wisconsinconservationcorps.org)) and nature education through **The Nature Place** ([www.natureplacelacrosse.org](http://www.natureplacelacrosse.org)).

#### **Position Overview:**

The ideal candidate for the Director of The Nature Place is an experienced and inspiring leader who understands the power and importance of the connection between humans and nature. The candidate must demonstrate visionary leadership, a business mindset, and strong supervisory skills to head a division of up to 26 people in peak season (and growing). The candidate will possess excellent communication skills necessary to maintain and grow public relations and community presence. The candidate will understand and institutionalize practices to maintain and improve accessibility, equity, and inclusion.

The Director of The Nature Place reports to the WisCorps Executive Director and serves as a member of the WisCorps Leadership Team, working closely with the Executive Director and the Board of Directors to implement the organization's strategic vision, develop and track the annual budget, attend Leadership Team and Board of Directors meetings, committee meetings, trainings, retreats, and workshops. The Director of the Nature Place will observe, analyze, and provide feedback to continually improve the organization's current and future operations.

## **Responsibilities:**

### **Management & Supervisory**

- Oversee day-to-day operations
  - Public Programs
  - Visitor Services
  - AmeriCorps Program
  - Facility Rental
  - Facilities – TNP building, five acres of gardens & grounds, vehicle fleet, & storage barn
- Directly supervise and support a team of three managers
- Oversee hiring, performance evaluation, disciplinary needs, & professional development
- Facilitate regular team and committee meetings
- Promote an environment of collaboration, effective communication, timely feedback, and continual improvement
- Maintain a positive organizational culture of mission focus, professionalism, ethical standards, respect & kindness, and healthy work-life balance

### **Communication & Marketing**

- Provides strategy for, leads, and oversees brand awareness and communications/PR activities
- Strengthen TNP as a voice and advocate for both the people and nature in our community
- Update and oversee website, social media, newsletters, & blogs

### **Administrative/Fiscal**

- Oversee administrative needs of TNP, working closely with the Director of Administration
- Develop a fiscally sustainable budget and manage the appropriate allocation of funds
- Develop and implement procedures to create consistent, high-level standards that mitigate risk and prioritize health & safety
- Work with the Director of Development to achieve budgeted fundraising goals through grants, letter campaigns, special events, and other direct public support
- Work with direct reports to define and achieve revenue and expense targets
- Implement, monitor, and support data-tracking systems for program outcomes

### **Mission-focus & Resilience**

- Implement strategies for sustainable organizational growth
- Promote innovative ideas and strategies to further TNP vision
- Stay up-to-date on current trends in the field of urban ecology
- Develop mechanisms for TNP to magnify outreach and uplift the work of other community organizations through collaboration
- Ensure every decision emboldens environmental justice & equitable access to nature for all

## **Skills, Experience, and Qualifications:**

### **Essential:**

- Proven experience in a senior leadership role
- Experience hiring, managing, and developing staff members
- Demonstrated success in program administration or equivalent
- Demonstrated success in creating and managing sustainable budgets that ensure fiscal stability
- Strong organizational and management skills
- Strong communication skills, including experience in developing public relations and marketing strategies
- Willing to learn and implement strategies for diversity, equity, and inclusion

### **Preferred:**

- Experience in the field of environmental education, conservation, or outdoor recreation
- Experience in a non-profit organization(s)
- Experience overseeing a public facility
- Fundraising experience
- Experience or familiarity with AmeriCorps
- Experience working with volunteers
- Knowledge of conservation practices and/or land management techniques

### **Travel and Hours Requirements:**

We operate in a flexible working environment. Work hours are typically Monday through Friday, 8:00 AM to 4:00 PM. Occasional evening and weekend hours required. Some local travel is required.

### **Our Commitment to Justice, Equity, Diversity, and Inclusion:**

We expect our staff members to be leaders in justice, equity, diversity, and inclusion within the organization and in our community. We expect our staff to continually create and support a culture of justice, equity, diversity, and inclusion in all WisCorps programs. Staff should seek to remove barriers to participation and create a safe and welcoming environment for all individuals, especially those traditionally marginalized in the environmental field. This includes, but is not limited to BIPOC, AAPI, LGBTQIA+, Hispanic/Latinx, and individuals with a disability. Staff lead with an anti-racist mindset, continually evaluating policies and procedures and identifying and refining or removing those that do not support justice, equity, diversity, and inclusion.

*WisCorps provides equal employment opportunities without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran per applicable federal, state, and local laws. We are committed to assuring equal employment opportunity and access to services, programs, and activities for persons with disabilities. If you have a disability and need to access information in an alternative format or need it translated into another language, please contact us at 608-782-2494, by email at [staff@wiscorps.org](mailto:staff@wiscorps.org), or Wisconsin Relay 711.*