



## **Executive Director Recruitment**

The Plumas Audubon Society (PAS) is at a crossroad. Since its beginning, the organization has been a small, but enthusiastic, group of volunteers who sponsored guided bird watching walks and hosted a series of speaker programs featuring experts on a wide variety of wildlife and conservation issues.

However, over the last eight years under the direction of the former Executive Director, PAS turned into an organization that was awarded approximately one million dollars in federal, state and private contracts and grants for field research, education, habitat restoration, a series of intern programs, and even a Grebe Festival at Lake Almanor. Following the departure of the last Executive Director in 2017, staff continued to work on existing grants and have procured funding for some smaller new projects. This was an exciting time for the chapter.

It is now clear to the Board of Directors that the organization must recruit a new Executive Director if PAS will be able to continue to do the kinds of activities that have been so successful over the last eight years. The organization needs to have a dedicated leader who has the skills and enthusiasm to secure funding to develop new research and education programs, if these types of activities can be continued.

At present, we do not have funding available for a suitable salary for the position. In the past, the Director's salary was supported by the contracts and grants he was able to secure, and that is the only feasible funding mechanism for this kind of position in an organization like PAS. We understand that it is indeed quite the leap of faith for someone to accept such a position with no current source of salary support. However we also know that past partners and other agencies are interested in continuing to collaborate with PAS.

We think that within 6 months it would be reasonable to learn if there are indeed viable income sources available to provide ongoing salary support for a new Executive Director. At present we do have limited office and staff support available for the position. If/when funding is secured, we feel it would be easy to grow the infrastructure necessary to support the position again.

Please contact Jill Slocum, the Board's HR Chair, for further information about the position. Jill may be reached at 530-414-6438, or via email at [jill@plumasaudubon.org](mailto:jill@plumasaudubon.org)