



SFLR Leadership Opportunity

Executive Director Job Posting

Position Announcement

Sustainable Forestry and African American Land Retention Network (SFLR) Executive Director

About SFLR:

Our Mission

SFLR exists to create a sustainable system of support for African American forest owners that significantly increases the value of African-American-owned forests, land retention, and asset development for Black families in the U.S. South.

History and Anchor Organizations

In 2012, the Sustainable Forestry and African American Land Retention Program (SFLR) was launched by the U.S. Endowment for Forestry and Communities (the Endowment) in partnership with two U.S. Department of Agriculture (USDA) agencies: the Natural Resources Conservation Service (NRCS) and the Forest Service. The goal was to help rural Black landowners address heirs' property and land retention issues and understand the value of responsibly managing forest land. Since then, additional supporters focused on redressing Black land loss have included The JPB Foundation and the Mary Reynolds Babcock Foundation.

Since its inception, SFLR has improved forest management and forest retention by connecting African American landowners to established networks of forestry support, including federal and state government programs, businesses, and non-profit conservation, legal, community development, and Black social justice organizations. The administrative, fundraising, policy advocacy, and technical support functions have previously been provided by the Endowment and the American Forest Foundation (AFF) in collaboration with the SFLR Network, made up of eight "anchor organizations" which include:

- Virginia | Black Family Land Trust
- North Carolina | The Roanoke Center/Roanoke Electric Cooperative
- South Carolina | Center for Heirs' Property Preservation
- Georgia | McIntosh Sustainable Environment and Economic Development
- Alabama | Limited Resource Landowner Education and Assistance Network
- Mississippi | Winston County Self-Help Cooperative
- Arkansas | University of Arkansas Pine Bluff
- Texas | Prairie View A&M University



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An Award-Winning Network

The SFLR program to advance the interests of African American forest owners has been recognized with multiple awards, including the USDA U.S. Forest Service (Forest Service) Regional Forester's (Region 8) Honor Award for Delivering State and Private Forestry Programs in 2019; the Department of Housing and Urban Development's (HUD) Secretary's Award for Public-Philanthropic Partnerships in 2018; and the USDA's highest honor, the Abraham Lincoln Award for protecting natural resources in 2016.

SFLR Numbers at a Glance

- 1,557 Landowners Reached
- 102,019 Acres Owned
- 4,408 Tenure Services
- 1,149 Forestry Services
- 218 Timber Sales
- 1,230 Forestry Practices

About The Executive Director Position:

This is a very exciting time for the SFLR Network! SFLR has been in existence for 10 years and is ready to launch into its own organization with 8 independent sites as members of the network.

The Executive Director (ED) is a new position at SFLR, and SFLR is seeking a seasoned, self-starter to usher SFLR into this next chapter of its vision and strategy. The core purpose of this position is to help create the SFLR network as a standalone entity, including determining how best to incorporate. The ED will initially be a contractor through the US Endowment, but will report to an SFLR Board of Directors, and includes the following responsibilities:

Vision and Strategy

- Uphold and advance SFLR's mission and provide inspiring direction for SFLR's future
- Continue to refine and articulate SFLR's strategic priorities, ensuring alignment with its mission
- Serve as the key external face of the organization to enhance SFLR's visibility
- Bring awareness to SFLR's work by building relationships with stakeholders, including providing support to the transition team and regional partnership
- Represent SFLR at events and in activities throughout the region and country to build profile for the program and identify opportunities to resource the work



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Organizational Leadership

- Create, promote, and model an inclusive and equitable climate that reflects the vision of SFLR in a culturally competent way
- Emphasize accountability and transparency across SFLR and all 8 anchor organizations
- Manage all day-to-day operations, including supporting all 8 anchor sites
- Perform annual site assessments
- Plan for the hiring of additional staff, such as administrative support, communications, a fiscal coordinator, etc.
- Provide technical and leadership development for project sites, including retreat planning and execution
- Contribute to the building of organizational knowledge about unique challenges faced by African American landowners

Fundraising Skills

- Write proposals for government funding
- Design and implement a fundraising strategy for raising annual operating income (including grants, individual and planned giving, events, etc.)
- Develop and manage key philanthropic and governmental relationships to support current and future initiatives

Financial Leadership

- Oversee financial management, including the development of SFLR's annual budget
- Ensure allocation of resources for optimal effectiveness and efficiency
- Oversee subrecipient grants to the 8 anchor sites
- Provide quarterly grantee reporting
- Manage the fulfillment of all contractual and regulatory obligations

A Strong Candidate Possesses the Following Attributes:

- 10-15 years of experience with at least 5 years in a successful leadership position, preferably a 501(C)3 nonprofit organization; it is preferred that a candidate has experiencing creating a brand new 501(c)(3) organization
- Experience in a supervisory role
- Has a deep knowledge of forestry and forest landowner issues
- Has experience working with black-led organizations
- Belief in the power of collaboration and regional impact
- Has experience and demonstrated success with fundraising and grant management
- Possess a commitment to promoting diversity, equity, and inclusion



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- Has vast experience and comfort managing change, adapting to quickly changing situations, and realigning priorities
- Possess the ability to build cohesive, dynamic teams
- Has excellent organizational skills with attention to detail and the ability to effectively plan and problem solve
- Demonstrate excellent communication skills, both written and verbal
- Demonstrate strong planning and project management skills with attention to detail
- Demonstrate high Emotional Intelligence (EQ) and culture competence/humility
- Have exceptional interpersonal skills, with the ability to promote collaboration and cohesion

Work Environment:

The SFLR Executive Director will be based in the Southeastern United States. The Executive Director has the ability, and willingness, to travel up to 40% of the time. Additionally, evening and weekend work may be occasionally required.

Compensation:

This is a one-year contract position funded by the Endowment. There is an expectation of becoming a full-time, permanent position of Executive Director for the SFLR Network once incorporated. The salary range for this position is \$130,000 to \$150,000. As an independent contractor, the individual will be responsible for all taxes and assessments related to these earnings and is not eligible for Endowment employee benefits (healthcare, PTO, retirement, etc.). The contractor must supply their own equipment. Travel expenses will be reimbursed.

To Apply:

Please email your resume and cover letter to Delie Wilkins at delie@usendowment.org with the following subject line: "First & Last Name – SFLR Executive Director Candidate." The deadline to apply is October 6, 2023.

Equal Employment Opportunity Statement

The U.S. Endowment for Forestry and Communities is an equal opportunity employer. All applicants will be considered without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information or any other characteristic protected by applicable federal, state, or local law.