



Board of Directors Job Description – Overview

Passion. Energy. Commitment. Like legs on a stool, all three are needed to achieve Bayou Land Conservancy's mission: to preserve land along streams for flood control, clean water, and wildlife. Our vision is a network of green spaces that connect people to nature.

The Bayou Land Conservancy board of directors has the fundamental responsibility to both protect and advance the health of the organization. The board protects the organization by managing its fiduciary responsibility, including fiscal oversight, risk management, resource development, and executive limitations.

The board advances the organization by investing in strategic thinking (defining direction and outcomes) and generative thinking (organizational identity, sustainable leadership, and organizational evolution).

An unflagging commitment to conservation is a prerequisite for serving on the BLC board of directors. We actively recruit leaders with diverse talents and deep community connections who expect to contribute in a meaningful way to the work of a cohesive and effective governing body.

Expectations

Leadership. We seek board members who are prepared to step up and contribute enthusiastically in critical leadership roles throughout the organization.

Relationships. We seek board members with deep roots in the communities we serve, and a willingness to connect us to their personal and professional networks.

Resources. We seek board members with resources to invest in support of conservation. We need members with time capacity to actively engage and lead the organization, in some cases with deep commitments of time. We need members with financial capacity or interest to lead our resource development efforts to fuel great conservation.

Responsibilities

The board is responsible for governing the organization. This includes specific responsibilities in three key areas:

- **Fiduciary responsibilities** – overall fiscal oversight, risk management, executive limitations, and resource development. The board manages one employee: the executive director.

- Strategic responsibilities – defining direction and intended outcomes, narrowing priorities, and measuring impact.
- Generative responsibilities – defining the identity, culture, and core values of the organization. Tending to organizational resilience and evolution, including a strong focus on sustainable leadership.

Committee Structure

The board needs contributed talent and connections in the areas of conservation, financial management, organizational leadership, resource development, and public policy. The committees direct board activity into these key areas:

- Lands (Conservation & Stewardship)
- Finance
- Diversity, Equity, Inclusion & Access
- Governance (Board Recruiting & Development, Strategy)
- Fundraising/Outreach
- Community Conservation
- Public Policy
- Gala/Events

Requirements for Board Service

Board members are expected to have or do the following:

- A demonstrated interest in conservation and natural resource protection
- Specific experience and/or knowledge in at least one of the following areas: conservation and natural resources, financial management, organizational leadership, resource development, advancing Diversity, Equity & Inclusion; and public policy.
- The ability to guide the organization strategically and generationally – at the 30,000-foot level and seven generations out.
- A willingness to participate in board fundraising activities and make a meaningful financial contribution to the organization.
- Represent and facilitate a connection with a key aspect or segment of the population of the communities we serve.
- Participate on a committee or special project.
- A willingness to expand one's knowledge and effectiveness through orientation and training.
- A willingness to represent the organization to the community, build strategic relationships, and actively encourage support for the land trust.

Time Commitment

Board service varies from month-to-month, and some board members will commit more time than others. Generally speaking, on any given month board members can expect to invest:

- 3-4 hours Board meeting/prep (10 times per year)
- 2-3 hours Committee meetings/prep (monthly to quarterly, depending on committee)
- 2-4 hours miscellaneous (thanking donors, meetings with stakeholders, etc.)

How to Apply

Send a resume/CV to info@bayouland.org and provide within the email, or in a cover letter, the following information:

1. List of boards, committees, organizations (current and/or past) on you which have served in a leadership capacity. Include those that you think are most relevant.
2. List of references we may contact on your behalf.
3. Tell us why you are interested in supporting Bayou Land Conservancy in a leadership role. Why is land conservation meaningful to you?
4. How would BLC benefit from your board service?
5. How would you serve as an ambassador for BLC back to your spheres of influence?
6. Affirm that you have read the BLC Board Job Description and understand the responsibilities and commitment required.

If possible, please remove all identifying information (photos, LinkedIn, etc.) from your resume/CV in an effort to help us reduce unconscious bias from our review process. We are committed to cultivating an inclusive environment where a diverse group of people can and want to do their best work, and that starts with our recruiting and hiring practices.

Thank you for your interest!!