



Position Description
Ann & Sandy Cross Conservation Area
Chief Executive Officer

The Ann & Sandy Cross Conservation Area's CEO, Greg Shyba, will be retiring, and we are on the lookout for extraordinary candidates to fill the position of CEO. The chosen candidate will take the helm of one of Canada's most successful nature areas, renowned for its rich tradition of environmental education and stewardship. With over 30,000 annual visitors and students, the ASCCA's mission is to conserve a natural area, connect people with nature, and inspire environmental stewardship.

The Organization

The Ann & Sandy Cross Conservation Area (ASCCA) encompasses 4,800 acres of rolling foothills land located just south of Calgary, Alberta. This land was graciously donated by the late Ann and Sandy Cross. In addition to its primary focus on preserving natural habitat for wildlife, ASCCA offers conservation education programs designed to foster awareness, appreciation, and action.

Mission Statement

- Protect habitat and provide space for native species of wildlife; and
- Promote and support conservation by engaging in conservation-related activities.

Vision

ASCCA aspires to achieve recognition from the local to international levels as a model of sustainability and a leader in landscape-level approaches to the management of protected areas.

Guiding Principles

ASCCA is committed to:

- Being a responsible steward of the lands within the Cross Conservation Area.



- Developing and operating conservation education programs.
- Fostering strong relationships with neighboring communities.
- Collaborating with other conservation-oriented organizations.
- Conducting or facilitating research that aligns with our Mission Statement.

The Opportunity

ASCCA faces local and regional changes and challenges with transformative potential. This role presents an opportunity for the CEO to craft the next chapter in ASCCA's history.

The CEO will be tasked with developing and implementing the organization's strategic goals and objectives, steering ASCCA's vision into the future through education, conservation, innovative programs, and community involvement.

The Position

Reporting directly to the Board of Directors, the CEO will assume responsibility for supervising and overseeing all aspects of ASCCA's operations. The CEO will act as a liaison between stakeholders, the Board, government entities, staff, donors, volunteers, and the community. Managing a budget exceeding \$600,000, the CEO will also oversee a team comprising 2 permanent, full-time employees and a summer staff of up to four students.

Key Duties and Responsibilities

Strategic Planning:

- Provide visionary and strategic leadership in the development of goals and outcomes aligned with ASCCA's strategies.

Conservation:

- Lead the execution of ASCCA's 25 Year Adaptive Management Plan and enhance sustainable practices across all aspects of the organization.



Education:

- Lead the development and effective delivery of dynamic and diverse educational programs.

Financial Management and Operations:

- Oversee daily business operations to ensure the organization's sustainability, including financial, governance, and personnel matters; identify and implement process improvements as necessary.

Development and Fundraising:

- Lead and advance the organization's fundraising efforts, including identifying grant opportunities, nurturing relationships, and soliciting donors.

Personnel Management:

- Recruit, motivate, mentor, manage, and evaluate ASCCA's staff, including student and volunteer support and orientation.

Communications and Public Relations:

- Cultivate influential and cooperative relationships and enhance ASCCA's visibility with environmental, educational, and community groups, Alberta Environment, nearby municipalities, and the public.

Board Relationships:

- Collaborate closely with the Board Chair to enhance board skills, committee effectiveness, and Board participation in all ASCCA activities.

Qualifications

Ideal Candidate Profile:

The ideal ASCCA CEO is a seasoned leader with nonprofit management experience, possessing a deep understanding and appreciation of the outdoors generally and environmental issues, conservation, and sustainability. The successful candidate will demonstrate the ability to formulate strategy, inspire



and lead a team-oriented staff and volunteers, bring fresh and creative approaches to programming and fundraising, and effectively communicate with ASCCA's Board, educational partners, government agencies, local communities, and fundraising sources.

Strategic Leadership:

- Proven experience leading strategic planning and implementing strategies.
- Practical, hands-on knowledge and experience in land and water management within a rural agricultural setting.

Management:

- 5+ years of senior management experience in a related field.
- Demonstrated ability to comprehend and manage the financial plan and budget.
- Proven ability to select, lead, develop, and motivate staff and volunteer resources while upholding ASCCA's reputation, culture, and mission.

Mission:

- Demonstrated commitment to and experience with environmental issues/education, conservation, and sustainability.

Diversity, Equity, Inclusion, and Accessibility:

- Demonstrated experience in leading DEIA initiatives.

Fundraising:

- Proven track record as a relationship-builder with substantial fundraising experience and success.

Board Partnership:

- Experience working with Boards of Directors and committees, along with a demonstrated ability to collaborate effectively, transparently engage the Board.



Education:

- A degree or advanced certification in Business Administration, nonprofit management, public administration, law, environmental science, or a related discipline.

Critical Leadership Competencies and Personal Attributes:

- Strong communication, motivational, and storytelling skills, with the ability to engage others in ASCCA's vision and mission and inspire action.
- Strategic thinker and visionary.
- Inclusive leadership style – capable of fostering a culture of inclusion.
- Adaptable and Agile – able to adapt to a changing environment.
- Innovative and creative – capable of finding improved ways of achieving objectives.
- Relationship builder and collaborator – skilled in securing cooperation from others.
- Emotionally Intelligent and Empathetic – self-aware with consideration for others.
- Transparent/Trust Builder - demonstrates values and ethics in leadership style.

What's in it for you?

- The opportunity to accelerate ASCCA's vision through your technical expertise and transformative leadership skills, contributing to future-focused initiatives and development programs.
- A chance to love your job, spend time outdoors, and feel part of an extraordinary and dedicated team while carrying forward the legacy and vibrancy of Ann & Sandy's historic vision.
- Investment in your personal well-being and career development, encouraging you to bring out your best self.



- A competitive compensation package based on performance and recognition for the value you bring to our organization. Our competitive benefits package includes medical coverage, paid time off, and a matching RRSP plan.

ASCCA is an equal opportunity employer. Our employment policies are administered without regard to race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, national or ethnic origin, or any other legally protected status.

Selection Process

The Board has established a Succession Committee that will thoroughly review all submitted resumes. Suitable candidates will be contacted for an initial telephone screening. Please apply in complete confidence.

hr@crossconservation.org

Note: This role will require flexibility beyond traditional office hours, given the unique nature of our organization's operations.