



**ALLEGHENY  
LAND TRUST**

**President and CEO · Allegheny Land Trust**

**Position Guide · February 2025**

**KITTLEMAN**  
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## OVERVIEW

<b>Position</b>	President and CEO
<b>Reports To</b>	Board of Directors
<b>Location</b>	Sewickley, PA



### About Allegheny Land Trust

Allegheny Land Trust (“ALT” or “the Land Trust”) is a nationally accredited, land conservation 501(c)(3) nonprofit that has been “helping local people save local land” in the Pittsburgh region since 1993. ALT continues to protect thousands of acres of green space in dozens of municipalities to preserve the region’s unique natural beauty, provide expanded outdoor recreational opportunities, protect and improve water and air quality, sustain biodiversity, and enhance the overall quality of life in the region.

ALT works urgently to protect rapidly disappearing green space for the overall well-being of the region by focusing efforts on ecologically sensitive lands that are at the greatest risk of development while connecting existing green spaces; expanding the use of unique conservation tools like conservation easements; responding to demand for affordable local farmland; and pursuing additional funding resources needed to expand conservation efforts.



### Our Mission

We conserve and care for local land for the health and well-being of current and future generations.

### Our Vision

We envision a resilient region with abundant green space that is easily accessible and recognized as essential to the quality of life for all.

### Our Values

**Collaborative** – We welcome unique and diverse partnerships to build stronger communities.

**Diverse** – We vary the way we do business, who we work with, and who we hope to serve.

**Innovative** – We adapt to changing environmental needs and develop creative solutions.

**Accessible** – We believe everyone should have access and availability to green space.

**Equitable** – We serve everyone regardless of their location, demographic or resources.

**Ethical** – We are transparent with our stakeholders and accountable to the community.

**Quality** – We strive for the highest standards of national accreditation excellence.

**Flexible** – We respond to the ongoing and changing needs of the community.

**Responsible** – We make evidence-based decisions and act with integrity.





### Our Strategic Priorities

ALT currently focuses its resources, energies and expertise on the “4 Pillars” of its most recent strategic plan including the following priorities and sample goals.

**Land Conservation:** We will act urgently to protect rapidly disappearing green space for the overall well-being of the region.

- Every county resident will be within a 10-minute walk of a protected green space (0.5-mile radius)
- Pace of conservation will increase annually to balance consumption
- Pursue conservation in watersheds in multiple counties

**Community Conservation:** We will empower the community through education, innovative programs, and resources to create equity through conservation.

- Most activities to support low-to-moderate income communities
- Conserved lands will produce fresh food that is accessible and affordable to the immediate community
- Collaborate with partners to activate 10% of vacant lots in the City of Pittsburgh

**Land Stewardship:** We will manage and care for our conserved green spaces for perpetual community benefit.

- Care for and restore the land, habitat and waterways of critical need
- Expand capacity to address urgent need to increase conservation and meet national accreditation standards
- Create a welcoming and safe environment for all visitors at featured properties
- Strategically align with partners to create new, innovative programming and projects

**Nature-Based Education:** We will teach bold programs that foster an understanding of regional issues and solutions for current and future generations.

- Create innovative programming around climate, water, land, air, wildlife, health, and resiliency that connects with learners
- Align education curriculum with stewardship restoration projects

### National Accreditation

ALT is a nationally accredited land trust as designated by the Land Trust Accreditation Commission. Originally accredited in 2010, ALT once again had its five-year accreditation renewed for the 2022-2027 term. Achieving national accreditation symbolizes a national standard of excellence among the country’s land trusts, and only 30% have achieved this prestigious accreditation status.

## THE OPPORTUNITY

**As a trusted and highly regarded organization, this is an important moment for Allegheny Land Trust to assess, evaluate and think critically about its future direction and how best to continue to grow and achieve its important strategic priorities.**

In connection with an extended period of growth and with a strategic plan currently in place, Allegheny Land Trust is seeking a visionary leader with demonstrated, practical management skills to work with a dedicated Board of Directors and staff to chart the next course for the organization. Using ALT's existing strategic plan as a starting point while recognizing there are new directions and obstacles for conservation organizations, this position offers exciting opportunities to write a new chapter in ALT's life cycle.

The President and CEO will have the opportunity to successfully lead a strategic visioning process to chart a new era for ALT. Success will require the organization, led by the President and CEO along with Board members, staff, donors, and volunteers, to engage in discussions about key areas of ALT's organizational evolution including building on short-and long-term goals, expanding support levels, enhancing philanthropic outreach, and refining its strategic direction.

Reporting to the Chair of the 20-member ALT Board of Directors, the President and CEO is responsible for the overall leadership and management of a \$3.3M annual operating budget and \$5.5M capital budget that encompasses land acquisitions, finances, fundraising, community conservation and education programs, staff operations, member and volunteer programs and external relations with funders, community partners, and others. This position directs a seasoned staff of full- and part-time managers and professionals.



### Principal duties and responsibilities of this position include:

**Works with the Board and staff to develop and implement the Land Trust's mission and strategy:** Takes the lead in creating the vision for the future. Leads the strategic planning process in collaboration with staff and the Board. With staff, establishes clear action plans that guide and direct the work of the organization in implementing the organization's strategic plans and priorities. Works with staff to establish and track meaningful measures of progress and success.

**Develops and implements fundraising and financial development strategies:** Works with the Board and Development staff to assess the current and future financial resources needed to realize the Land Trust's mission; seeks to preserve the fiscal integrity of the Land Trust by operating within a Board-approved annual budget; ensures maximum resource utilization and maintenance of the organization in a positive financial position; plays a key role in planning fundraising strategies and works directly with major donors; works with staff, donors and Board members to secure adequate income; and develops strong personal commitments from those who have an interest in the Land Trust's work.

**Leads and maintains a strong, effective organization:** Supervises, hires, sets goals and evaluates staff member performance. Takes a personal interest in the unique capabilities and strengths of each staff member. Facilitates growth and achievement through coaching, mentoring, and training. Provides staff leadership and supervision, including setting objectives, managing performance, and developing professional staff. Ensures effective management of volunteer and member programs.

**Provides a strong public presence for the Land Trust:** Acts as lead spokesperson for the Land Trust, and as such, must be a confident and articulate public speaker who is able to convey the Land Trust's work and programs to a broad array of audiences; represents the Land Trust in appropriate local, regional, and national forums; seeks partnerships and collaboration through government and community involvement; and vigilantly protects the Land Trust's earned reputation and credibility.

**Provides support and training to maximize the effectiveness of the Board of Directors:** Participates in Board recruitment and orientation; develops and maintains a strong working relationship with Board members; works in a collaborative manner to facilitate and coordinate the work of all Board committees, with a particular emphasis on Board-led philanthropy; develops strong systems for sharing information with Board leadership; and employs appropriate systems for dialogue and communication between Board and staff to ensure that the Board is kept abreast of all relevant organizational activities.



## CANDIDATE PROFILE

**Allegheny Land Trust seeks a leader who demonstrates a strong passion for the goals of the organization and has demonstrated success in key areas of fundraising, staff management, collaboration, and community and stakeholder engagement.**

The President and CEO must be able to articulate, and advocate for, the mission of the Land Trust to a variety of constituents and maintain effective and efficient external communications as the face of the organization.

The ideal candidate will have the ability to build strong, mutually beneficial relationships across the organization's constituents: staff, Board of Directors, political and community officials, conservation partners, and others. An ideal



candidate will connect with the various interests of each stakeholder group, bringing them into the mission of ALT in a way that prioritizes fair engagement and outcomes for local communities.

A strong candidate will have demonstrated success with all aspects of fundraising and donor cultivation. The President and CEO will work with the Development staff and Board to foster a diverse donor community inclusive of all levels of stakeholders from local and national foundations, members, longtime residents, new landowners and high wealth donors. The candidate will also work with staff and outside counsel to cultivate strong relationships with landowners and lead negotiations for the successful close of land-related transactions. The candidate should also have the capacity to find, structure, fundraise, and close critical conservation parcels.

The ideal candidate will have the skillset and background to juggle multiple short- and long-term objectives without losing focus on ALT's key strategic priorities. This includes creating the ability for ALT to influence land use policies, identify acquisition opportunities, and build partnerships. A strong candidate will also succeed in building and managing a productive, mission-driven staff, Board of Directors, and culture. This also means fostering an organizational culture that is supportive, collaborative, and committed to staff development.

## COMPENSATION, BENEFITS & APPLICATION FOR POSITION

### **Allegheny Land Trust offers a competitive salary and benefits package.**

The salary range for this position is between \$145,000 and \$175,000 and will be commensurate with experience.

The comprehensive benefits package includes health, dental, vision, and life insurance, continuing growth and education benefits, and an employee assistance plan. The package also includes a 403(b) retirement plan with up to 3% employee match. Allegheny Land Trust observes seven paid holidays, winter holiday (December 24 through January 1) and four floating holidays each year. ALT offers generous sick days and paid time off.

Allegheny Land Trust is an equal opportunity employer committed to diversity, equity, access and inclusion. Allegheny Land Trust will not discriminate against any employee or applicant based on race, color, national or ethnic origin, religion, age, sex, handicap, pregnancy, sexual orientation, or gender identity.

### **How to apply**

For best consideration, please submit a current resume and letter of introduction, by April 3rd, 2025, to Kittleman & Associates, LLC.

→ **[SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE](#)**  
**[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)**

For more information about Allegheny Land Trust, please visit <https://alleghenylandtrust.org/>.

