



**Job Posting
Executive Director
The Couchiching Conservancy**

Location: Orillia, Ontario

Reports to: Board of Directors

Duration: Permanent, Full-Time

Deadline for Submissions: January 13, 2026

Start Date: ideally about May 1, 2026

Compensation: \$95,000-\$110,000

About the Couchiching Conservancy

The **Couchiching Conservancy** is a charitable land trust with a mission to protect nature for future generations. Since 1993, we have worked with landowners, donors, volunteers, and conservation partners to permanently protect over **15,000 acres** of ecologically significant habitat in our region.

We are powered by a deeply dedicated network of supporters, many with a lifelong commitment to the organization. With 11 full-time staff, hundreds of volunteers, and a growing base of members and donors, the Couchiching Conservancy is recognized as one of Ontario's leading regional land trusts. We are accredited nationally, guided by science, and grounded in a deep love for the lands and waters of our region.

Position Summary

The **Executive Director (ED)** provides visionary leadership and strategic direction for the Couchiching Conservancy. Reporting to the Board of Directors, the ED is responsible for advancing the Conservancy's mission through effective management of staff and programs, financial sustainability, community engagement, and a long-term conservation strategy.

This is an opportunity for a proven non-profit leader who combines a passion for conservation with strong organizational, financial, and relationship-building skills.

Key Responsibilities:

Leadership and Strategy

- Lead the implementation of the Conservancy's strategic plan and long-term vision for land protection & stewardship in the Couchiching region.
- Oversee land acquisition and protection projects from negotiation to completion.
- Foster a collaborative, inclusive, and mission-driven workplace culture among staff and volunteers.
- Represent the Conservancy as a regional conservation leader and partner, engaging with landowners, Indigenous communities, conservation organizations, and government.

Fundraising and External Relations

- Oversee and participate in all aspects of fundraising, including major gifts, planned giving, grants, and multi-year campaigns.
- Build and maintain strong relationships with donors, supporters, and community stakeholders.
- Serve as a visible and trusted ambassador for the Conservancy, articulating the mission and inspiring public support.

Governance and Board Relations

- Work closely with the Board of Directors to support effective governance, policy development, and strategic decision-making, particularly on land acquisitions.
- Communicate regularly and transparently with the Board regarding operations, challenges, and opportunities.

Organizational and Financial Management

- Provide leadership and support to a passionate and skilled team of 11 full-time staff and an active volunteer community.
- Ensure sound financial management, including annual budgeting, forecasting, and reporting to the Board.
- Oversee all operations and ensure compliance with charitable regulations and Canadian Land Trust Standards and Practices.

Qualifications

- Proven leadership experience in the non-profit or charitable sector; experience in land conservation or with other branches of the environmental sector is a strong asset.
- Demonstrated success in fundraising, donor relations, and external communications.
- Strong financial management, budgeting, and organizational development skills.
- Exceptional interpersonal, written, and verbal communication abilities.
- Experience managing teams and fostering an equitable, inclusive, and positive workplace.
- Experience negotiating and completing land acquisition transactions an asset.
- Familiarity with Ontario's environmental and land-use context, including conservation easements, land stewardship, and community partnerships.
- Bachelor's degree required; graduate degree or equivalent experience in a related field (e.g., environmental studies, non-profit management, business administration) preferred.

Compensation and Benefits

The Couchiching Conservancy offers a competitive salary in the range of \$95,000-\$110,000, along with a health benefit and retirement investment program, and professional development opportunities.

Working Conditions

- Work location: Grant's Woods, 1485 Division Rd W, Severn, ON
- Travel: required to attend meetings and events and visit CC properties
- Hours of work: 37.5 hours per week; may be required to work beyond regular work hours to attend a variety of meetings, events and programs
- Site visits: visit and assess remote and rugged areas on CC properties

How to Apply

Please submit a resume and cover letter outlining your interest and qualifications to hiring@couchconservancy.ca with the subject line "Executive Director Application – [Your Name]" by January 13, 2026.

The Couchiching Conservancy is an equal opportunity employer. We value diversity and are committed to building an inclusive culture that reflects the communities we serve and the landscapes we protect.