



Opportunity: Executive Director

Lead the Protection of Nature in One of Ontario's Most Beautiful Regions

The Couchiching Conservancy is seeking an experienced and mission-driven Executive Director to lead one of Ontario's most respected regional land trusts into its next phase of growth and conservation impact.

Since 1993, The Couchiching Conservancy has worked with a passionate and deeply committed group of supporters, partners, staff members and volunteers to permanently protect over **6,000 hectares** of ecologically significant land. Guided by science and grounded in a deep love for the lands and waters of the region, The Couchiching Conservancy is recognized as one of Ontario's leading land trusts and is one of the first to receive national Conservation Excellence Certification.

We're located in the beautiful [Orillia and Lake Country](#) region, featuring exceptional natural diversity and a wide array of 4-season outdoor recreation opportunities. The City of Orillia is located just 90 minutes north of Toronto on the shores of Lake Simcoe, Lake Couchiching and the Trent-Severn Waterway.

This is an exciting time to join the Conservancy as we celebrate our conservation achievements and prepare to expand land protection efforts, strengthen donor partnerships, and advance long-term conservation initiatives across the region.

Why this Role Matters

The Executive Director will play a critical role in shaping the future of land conservation across the Couchiching Conservancy region. This role offers the opportunity to build lasting partnerships, protect ecologically significant lands, and inspire community stewardship for generations to come.

Position Summary

Reporting to the Board of Directors, the Executive Director (ED) provides visionary leadership and strategic direction for the Couchiching Conservancy.

The ED is responsible for advancing the Conservancy's mission through fundraising leadership, effective management of staff and programs, strong community engagement, and long-term conservation planning.

The ED serves as the organization's primary fundraising leader and ambassador, playing a central role in securing the financial resources required to advance conservation priorities.

The Conservancy manages an annual operating budget of approximately \$1 million (not including land acquisition), supported by a growing base of donors, members, and funding partners.

This is an opportunity for a proven leader who combines a passion for conservation with strong fundraising, management, and relationship-building skills.

Key Responsibilities:

1. 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.
- Represent the Conservancy as a regional conservation leader and partner, engaging respectfully and collaboratively with landowners, Indigenous communities, conservation organizations, and government.

2. Leadership and Strategy

- Lead the implementation of the Conservancy's strategic plan and long-term vision for land protection and stewardship.
- Translate organizational vision into measurable priorities and outcomes.
- Guide the Conservancy through its next phase of growth and increased conservation impact.

3. Organizational, Personnel and Financial Management

- Provide leadership and support to a passionate and skilled team of 11 full-time staff and an active volunteer community of over 300.
- 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.
- Oversee land acquisition and protection projects from negotiation to completion.
- Foster a collaborative, inclusive, and mission-driven workplace culture among staff and volunteers.

4. 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.
- Support the Board in fulfilling its governance responsibilities while maintaining appropriate operational leadership boundaries.

Essential Qualifications

- Proven leadership experience in a non-profit or comparable organization.
- 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.
- Bachelor's degree required; graduate degree or equivalent experience in a related field (e.g., environmental studies, non-profit management, business administration) preferred.

Asset Qualifications

- Experience in land conservation or with other branches of the environmental sector.
- Experience negotiating and completing land acquisition transactions, including legal agreements.
- Familiarity with Ontario's environmental and land-use context, including conservation easements, land stewardship, and community partnerships.

Compensation and Benefits

The Couchiching Conservancy offers a competitive starting salary in the range of **\$100,000-\$120,000** commensurate with experience, plus a health benefit and retirement investment program, and professional development opportunities.

Working Conditions

- Permanent, full-time position (37.5 hours per week)
- Office location: Grant's Woods, 1485 Division Rd W, Severn, ON.
- The Executive Director is expected to maintain a visible presence at the Grant's Woods office while also working regularly in the community.
- Some evening and weekend work required to attend meetings, events, and programs
- Travel required to attend meetings, events, and Conservancy properties.
- Site visits may involve remote and rugged terrain.
- Access to a vehicle is required.

How to Apply

Open until filled. Initial review of applications will begin on May 22, 2026

Start Date: ideally as soon as possible

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]”

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, [Land for Life](#).

