



## **THE OPPORTUNITY**

Are you an accomplished leader passionate about the environment, education, and philanthropy?

Can you take a great organization and transform it to the next level?

Interested in leading an organization vital to protecting the Indian River Lagoon in southeast Florida?

Do you enjoy working with volunteer boards, strategically thinking, planning, and helping fundraise to make a difference?

If so, the **Marine Resources Council (MRC)** is seeking an Executive Director to lead this three-decade-old organization.

To succeed in this role, you must be both a **Manager** and a **Leader**, passionate about the MRC mission. As the executive team leader, you will have the opportunity to make a lasting impact on the Indian River Lagoon in South Florida.

The Marine Resources Council, headquartered in Palm Bay, Florida, could be the opportunity for you to make a difference and an environmental impact for generations to come.

## **THE ORGANIZATION**

The Marine Resources Council (MRC) is a non-profit organization that conserves and preserves the Indian River Lagoon (IRL) ecosystem. It was created by a group of Florida Tech professors as a membership organization practicing citizen science and community outreach. Its mission is to safeguard the IRL, a vital ecological resource that supports diverse marine life, local economies, and the well-being of surrounding communities.

The 2023 Indian River Lagoon progress report is available here: [Indian River Lagoon 2023 Progress Report \(savetheirl.org\)](https://www.savetheirl.org/2023-progress-report)

Additional information is available on the organization's website: [www.savetheirl.org](https://www.savetheirl.org)

## **THE MRC MISSION**

To improve water quality and to protect and restore the fish and wildlife resources of the Indian River Lagoon, coastal waters, inshore reefs, and the watershed by advocating and using sound science, education, and the involvement of the public at large.

## **ORGANIZATIONAL PRIORITIES**

The MRC aims to restore and protect the Indian River Lagoon by implementing effective conservation strategies, promoting awareness and education, and collaborating with various stakeholders. Ongoing priorities include:

- **Scientific Research:** Supporting and conducting scientific research to understand the IRL ecosystem better, identify threats, and develop evidence-based conservation strategies.
- **Community Engagement:** Engaging and educating local communities, businesses, and policymakers about the importance of the IRL and encouraging their active participation in conservation efforts.
- **Water Quality Improvement:** Implementing measures to reduce pollution, nutrient runoff, and harmful algal blooms to restore and maintain a healthy ecosystem.
- **Habitat Restoration:** Supporting initiatives to restore critical habitats, including seagrass beds, oyster reefs, and mangrove forests, to enhance biodiversity and improve the overall resilience of the IRL.

## **ACCOMPLISHMENTS**

The MRC has achieved significant milestones in its conservation efforts, including:

- **Collaborative Partnerships:** The MRC has established strong partnerships with government agencies, academic institutions, and local organizations to leverage resources, share knowledge, and coordinate conservation initiatives.
- **Restoration Projects:** Through fundraising and grants, the MRC has successfully initiated and completed several habitat restoration projects, resulting in the enhancement of critical ecosystems within the IRL.
- **Advocacy and Policy Influence:** The MRC engages with policymakers to advocate for sustainable practices, improved regulations, and IRL conservation and restoration funding.
- **Public Outreach and Education:** The MRC has conducted numerous outreach programs, workshops, and educational campaigns to raise awareness about the IRL's ecological importance and the role individuals can play in its preservation.
- **Assemblies:** The MRC has successfully coordinated Lagoon Action Assemblies bringing together hundreds of community leaders, scientists and governmental agencies from throughout the lagoon to discuss the threats to the lagoon and to develop courses of action to improve water quality, habitat protection, and species preservation. Current actions are focused on Low Impact Development (LID) and Green Infrastructure(GI).

## THE FUTURE

The MRC remains committed to its mission and aims to achieve the following goals in the coming years:

- **Research and Innovation:** Investing in scientific research and technological innovations to better understand the IRL ecosystem, monitor its health, and develop sustainable solutions for long-term conservation.
- **Community Engagement:** Strengthening outreach programs to engage a broader audience, including schools, businesses, and local communities, to foster a sense of ownership and involvement in IRL conservation.
- **Water Quality Management:** Collaborating with stakeholders to develop and implement comprehensive strategies to address water quality issues, reduce pollution, and mitigate harmful algal blooms.
- **Continued Restoration Efforts:** Expanding habitat restoration projects, focusing on the most critical areas within the IRL, to restore the ecosystem's health and improve biodiversity;

The MRC is committed to preserving the Indian River Lagoon for future generations. With continued support from stakeholders and partners, we are confident in our ability to impact this vital ecosystem's restoration and long-term sustainability significantly and ensure its ecological integrity for the future.

Additionally, a recent internal survey of board members has affirmed continued top priorities to focus on science, water quality, and public health of the IRL for residents. Opportunities to accomplish these priorities include citizen scientist programs, business partnerships, growing academic relationships, and serving as a research incubator.

### ARE YOU THE LEADER WE NEED?

The Executive Director will join a respected organization known for its advocacy and, most importantly, for producing results! The board seeks someone passionate about the MRC mission who will provide an enjoyable and meaningful experience for each visitor or those participating in its programs and outreach services.

Over three decades, the MRC has dedicated itself to protecting the Indian River Lagoon, the second largest estuary in North America, and the most biodiverse. By working for the Marine Resources Council, you will be part of a team committed to restoring and maintaining the health of this vital ecosystem.

The MRC offers a unique opportunity to work on innovative conservation projects. The organization has a long history of developing innovative solutions to environmental problems. As the Executive Director and leader of the Marine Resources Council, you will

have the chance to be involved in similar projects that make a real difference to the lagoon's health.

Working for the MRC will be personally rewarding as many passionate individuals are involved. By working alongside these individuals, you can develop new skills, build meaningful relationships, and contribute to a greater cause than yourself.

### **ORGANIZATIONAL STRUCTURE**

The Executive Director will lead/manage a staff that includes three others, including a Director of Development, a Community Environmental Educator, and a Lagoon Watch Coordinator, and will report to a volunteer board of 17 members. The administrative office is in Palm Bay, Florida.

### **THE SUCCESSFUL CANDIDATE WILL . . .**

- Guide a science-based organization forward by overseeing all operational, financial, fundraising, and technical aspects of the MRC.
- Promote long-term strategic thinking and engage in the development and execution of the organization's next strategic plan.
- Establish and maintain focus on key goals and objectives of the strategic plan, all within an appropriate timetable.
- Ensure financial stability.
- Oversee and report on the organization's performance to the board.
- Be a compelling and persuasive public speaker.
- Drive strategic alignment, activities, and communication across and among varied constituencies.
- Work with staff and volunteers to expand and grow the MRC in pursuit of its mission.
- Encourage inclusion and diversity among staff, volunteers, and the board.
- Promote the professional development and growth of staff.
- Provide moral and ethical leadership.
- Demonstrate high standards of conduct as a model for others to follow.

### **SPECIFIC RESPONSIBILITIES**

- Develop, maintain, and work with and for a strong Board, seeking involvement in strategic direction and longer-term goals.
- Engage and energize MRC volunteers, Board members, committees, advisory groups, partner organizations, members, and donors.
- Work with the Governance Committee to develop, identify, and recruit future Board members.
- Evaluate existing programs and develop new ones that affirm and enhance the mission of MRC.

- Manage the daily business operations and activities, including administration, research activities, education, science-based advocacy, inter-governmental coordination, fundraising, and membership.
- Attend all general membership and board meetings.
- Retain a diverse, highly qualified staff and volunteer group by providing a team-oriented work environment with career coaching, growth, and personal development.
- Assist in cultivating and maintaining relationships with significant donors by responding to their inquiries, keeping them apprised of recent events, and demonstrating the impact of their previous donations.
- Assist the director of development with fundraising, including writing and submitting grants and contract proposals to private and governmental agencies in line with MRC goals and objectives.
- Solicit significant cash, current asset gifts, and legacy gifts.
- Identify new and potentially lucrative revenue streams to expand the organization's fundraising efforts.
- Coordinate and lead annual budget, monthly and quarterly reviews, and periodic forecast updates with the board.
- Develop and maintain an effective and positive working relationship with other organizations and agencies to maximize the benefits of restoring the Indian River Lagoon.
- Coordinate management of facilities by working with the City of Palm Bay to stay in compliance with the lease agreement for the Ted Moorhead Lagoon House and supervise the Sebastian Greenway to ensure proper maintenance and management of the land, greenhouses, and equipment.
- Works with an external audit firm to develop and review annual financial statements and complete the annual IRS Form 990.
- Maintain compliance with all applicable federal and state laws governing a 501(c)(3) corporation.

#### **IDEAL EXPERIENCE**

- Bachelor's Degree required, Masters, Ph.D., or MBA preferred. A science background is desired, and five years of work experience in a non-profit organization is required.
- Association management experience desired.
- Experience and strong knowledge of fundraising techniques and strategies.
- Excellent communication skills, especially written and verbal, and public speaking expertise.
- Skilled in marketing and public relations.
- Special consideration is given to those with previous experience at environmental and public advocacy organizations or similar.
- Prior success in working with volunteer boards.
- Experience with strategic planning, budgeting and demonstrated fundraising success.

- Strong work ethic with a high degree of energy.
- Demonstrated ability to motivate, collaborate with, and drive strategic alignment among staff, Board, members, donors, and other stakeholders.
- Solid organizational abilities, including planning, delegating, program development, and task facilitation.
- Willingness to work occasional non-traditional hours such as occasional nights and weekends—particularly for fundraising, board meetings, and community events.

### **COMPENSATION**

The compensation package will be competitive and commensurate with experience, with a salary range of \$115,000 - \$135,000.

### **THE SETTING**

Palm Bay is on Florida's east central coast, between Jacksonville and Miami. Palm Bay is close to airports in Melbourne and Orlando.

Many quality-of-life choices include employment opportunities with entrepreneurial family-owned enterprises through a growing base of mid and large-size technology and manufacturing companies.

Educational opportunities include 18 public and private K - Grade 12 schools. Eastern Florida State College's four campuses are spread across Brevard County's more than 70-mile-long expanse on Florida's east coast, offering convenient access to higher education. The Palm Bay Campus of Eastern Florida State is situated on attractive Lake Titan in the fastest-growing and most culturally diverse community in Brevard County.

Recreational activities include 29 city parks which include paintball and skateboarding, an aquatic center, a 200-acre regional park, two public/private golf courses, Turkey Creek Sanctuary, and nearby beaches!

### **INTERESTED?**

The MRC is being assisted in this effort by Columns Fundraising. To apply for the position, complete [this online application](#). Questions about this search should be directed to the Columns team at [MRC@columnsfundraising.com](mailto:MRC@columnsfundraising.com)