



**Chief
Operating
Officer**

**Arlington,
Virginia**



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Better Fishing Means a Better Environment

Mission: *To conserve, protect, and restore North America's coldwater fisheries and their watersheds*

Vision: *By the next generation, Trout Unlimited will ensure that robust populations of native and wild coldwater fish once again thrive within their North American range, so that our children can enjoy healthy fisheries in their home waters*

Trout Unlimited makes fishing better by protecting and restoring the most important habitat for trout and salmon. Since its inception, TU has been guided by the principle that if we take care of the fish, then fishing will take care of itself. This principle, grounded in science and conservation, has directed all of TU's activities to rebuild and protect the continent's water habitats.

Just eight years after its founding 60 years ago, TU doubled its membership of passionate anglers and conservationists. Today, it is the nation's largest grassroots coldwater conservation organization. Connecting advocates, experts, volunteers, and donors from all walks of life, from fishing guides to CEOs, TU works tirelessly to ensure that the next generation can continue to enjoy the pleasures of clean and thriving fishing habitats.

How TU Helps Everyone



Healthy fish habitats are thriving, resilient ecosystems that help mitigate the water-related impacts of climate change, such as extreme flooding. TU's many and varied projects help people protect their communities and meet one of the most urgent contemporary environmental challenges. Recent environmental successes include the removal of the Penobscot dams in Maine, the passage of the Wyoming Range Legacy Act, positive changes to water and water conservation laws in several Western states, and the growth of watershed-scale restoration efforts across the country.

Roots in Water

TU was founded in 1959 in Grayling, Michigan on the banks of the Au Sable River by a group of anglers united in their love of trout fishing and determined to end the state's reliance on hatchery trout. Focused on protecting and restoring fish habitat through a volunteer chapter structure, they won their first victory after just two years when Michigan curtailed "put-and-take" trout stocking and started managing for wild trout.



TU Works Together Toward a Common Vision

Trout Unlimited has a 60-year track record of conservation achievements built on its greatest strength: it works at multiple levels of society and government to achieve its goals. From the landowner on the stream bank to state fisheries agencies to the halls of Congress to youth in their classrooms, TU works with multiple and various stakeholders to achieve its mission. With its diverse base of support and engagement, TU has a profound beneficial impact on the environment.

Who Helps?

40 offices in 27 states

400 Local Chapters

150,000 Grassroots Volunteers

700,000 Annual Volunteer Hours

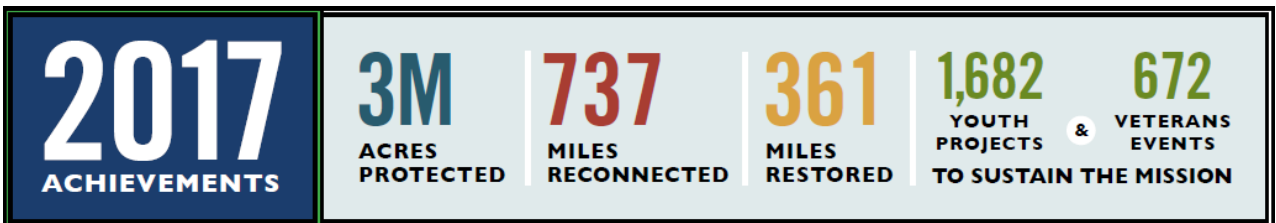
How It Works

Protect: TU protects the highest quality rivers and streams – the sources of cold, clean water.

Restore TU identifies and restores areas where there is the highest return on investment for coldwater fish.

Reconnect: Because fish need to move in response to natural events, TU reconnects high-quality streams to downstream areas.

Sustain: TU sustains its work over time by investing in youth, volunteers, veterans, and communities.



The Values behind the Work



TU's activism and ecological effect is magnified by its values:

- TU works to find solutions to problems rather than treating symptoms
- TU bases its decisions on sound science
- TU operates through collaboration and partnership
- TU is non-partisan
- TU believes that educated and informed anglers make good stewards
- TU is made up of optimists who believe in a better future



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The Opportunity

TU is a growing and vibrant organization that has doubled in size over the past six years. As it has grown, so has the need for operations expertise to help facilitate its mission-related work. The Chief Operating Officer (COO) will ensure that TU's operations match the excellence of its best-in-class conservation work.

The COO will report directly to the President and CEO; manage the senior team to ensure that the functions of the organization perform at an exceptional level; and work with senior staff and key volunteer leaders to create systems and processes that improve internal communications and coordination. Specific responsibilities include:

Organizational Development

- ❖ Ensure all business processes are aligned to effectively support TU's conservation work, its advocacy, conservation projects, and member engagement.
- ❖ Enhance, professionalize, and streamline essential human resources functions for a growing workforce.
- ❖ Lead the evolution of a performance culture that supports TU's growth; foster management practices that encourage excellence, accountability, and professional development.
- ❖ Develop internal communications that integrate a geographically and functionally diverse team of staff and volunteers.
- ❖ Identify and adopt appropriate information

technologies and develop policies that leverage technology to maximum benefit.

Resource Development and Management

- ❖ Oversee marketing and communications efforts that support TU's work, including advocacy efforts, community outreach, member relations, and fundraising.
- ❖ Monitor and provide strategic direction to the organization's fundraising programs, ensuring that funding projections and solicitations are aligned with programmatic goals.
- ❖ Provide oversight for financial functions, including budgets, accounting, and reporting; ensure the adoption of best practices that maintain high financial ratings and donor trust.
- ❖ Continuously improve business processes to maintain TU's efficiency and maximize financial resources.

Strategic Planning and Positioning

- ❖ Advise the President and CEO on TU's long-range strategy and its impact on financial health and ability to implement policy priorities in an effective and efficient manner.
- ❖ Help oversee periodic strategic planning processes and reviews of program currency and impact.
- ❖ Maintain a working knowledge of significant developments and trends in conservation activities and advise as appropriate.



The Candidate

Trout Unlimited seeks a driven and result-oriented leader to serve as its next Chief Operating Officer. The COO will be able to foster internal and external conversations that build support for and engagement in processes that advance the organization's strategic conservation priorities. As a detail-oriented professional, the COO will also be able to oversee the careful execution of those processes. The ideal COO's qualifications include:



Background

- ❖ At least 10 years of management experience, including at least five years in a COO-equivalent role.
- ❖ Professional background in conservation or personal connection to the mission (e.g., appreciation of fishing or pristine wildlife habitats).
- ❖ Bachelor's degree is required; advanced degree is preferred.

Skills and Accomplishments

- ❖ Experience in business operations, specifically as they pertain to expanding and growing programs.
- ❖ Comprehensive experience in managing all organizational aspects, including information technology, finance, accounting, and human resources.
- ❖ Knowledge of historical conservation trends, in addition to current conservation and environmental priorities and campaigns.

- ❖ Acknowledgement of differing priorities and processes in regional conservation.
- ❖ Talent for extracting, analyzing, and articulating data in ways that support effective, efficient decision-making; includes knowledge of best practices of non-profit governance and financial oversight.
- ❖ A history of working and collaborating with a diverse staff, including scientific experts, policy advocates, communicators, lawyers and volunteers.

Leadership Style

- ❖ An entrepreneurial nature and willingness to understand the complexities of new initiatives to achieve programmatic growth.
- ❖ Motivational characteristics with proven ability to lead, coordinate, and facilitate projects and teams.
- ❖ Demonstrated commitment to TU's mission and values.





Questions, résumés, and CVs should be sent to
search@driconsulting.com

All first-round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 702, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

DRI is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

Trout Unlimited is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.



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