

POSITION PROFILE

Chief Operating Officer

Save the Redwoods League

San Francisco Bay Area



ABOUT THE REDWOODS LEAGUE

Since 1918, Save the Redwoods League has protected and restored California redwood forests and connected people with their peace and beauty so these wonders of the natural world flourish. We purchase redwood forests for permanent conservation; restore logged forests so they become the old growth of the future; research how to best steward these global treasures; and invest in our redwood parks to inspire all people with the beauty and power of nature.

The redwood forests are true wonders of the world — as significant as the Amazon rainforest, the Great Barrier Reef and the Serengeti. Home to the tallest and largest trees on the planet, old-growth redwood forests store more carbon per acre than any other known ecosystem. These are the greatest forests in the world.

Explosive demand for lumber after the 1849 Gold Rush devastated what were once vast, ancient redwood forests that stretched from Central California to Southern Oregon. Just 5 percent of the original coast redwood range remains and California's giant sequoia forests have never been more vulnerable.

Since its founding in 1918, Save the Redwoods League, a nonprofit organization, has been singularly focused on protecting these ancient treasures. The League has protected more than 220,000 acres of redwood forests and helped create 66 redwood parks and reserves which welcome millions of visitors from around the world annually. The organization restores redwood forests by innovating science, technology and engaging traditional ecological knowledge to improve stewardship and accelerate forest regeneration. And most important, the League has touched the lives of hundreds of millions of people by connecting them to nature. The League's work is grounded in the principles of conservation biology, research and improving the collective understanding and appreciation of the redwoods.



PROTECT RESTORE CONNECT

THE WORK

Save the Redwood League's current programs and activities aim to:

Protect Forests and Lands

Save the Redwoods League protects redwoods by negotiating transactions and purchasing forestland for permanent conservation stewardship. The League's conservation vision entails accelerating the pace and scale of land conservation towards a mosaic of reserve land and working forests protecting old-growth, restoring watersheds of young forests to be the old growth of the future, and partnering in the management of sustainable working forests. Working forests, when managed responsibly, provide needed wood products and economic benefits while maintaining or improving the forest's health. Our vision is to improve that balance; to double the portion of the remaining redwood forest that is protected as reserves in order to maximize the climate resilience, biodiversity, tribal engagement and community benefit of this globally unique ecosystem.

Save the Redwood League's protection for redwood forests is unwavering, and the organization's vision for the future of the redwoods is one in which the entire redwood forest ecosystem — public and private lands alike — will continue to thrive and adapt to change. The League believes that as forests are increasingly threatened by unsustainable logging, development and climate change, it is essential for conservationists and foresters to work together. This cooperative approach, in which a growing land base of parks, reserves, and restored forests are managed alongside working forests is a vision for a healthier, more climate and fire resilient California.

Restore Forests and Lands

Save the Redwoods League restores logged areas to encourage natural recovery and accelerate the trajectory towards old growth form and function. Focusing on strategic landscapes of young, recovering redwoods, the League thins forests to improve the growth conditions for remaining trees, plants seedlings, removes abandoned logging roads and restores stream habitat. In so doing, the League and its partners can accelerate the healing of our iconic redwood forests scarred by generations of commercial clear cutting and restore the natural function of this critically valuable ecosystem.

Ancient redwood forest once covered over 2 million acres (the size of three Rhode Islands). Today, after decades of logging, over 90% of the redwood forest is young. Ecological restoration helps the forest return to the old-growth conditions upon which many plants and animals depend for their survival—in other words, we have the capacity and opportunity to fix what past generations have broken.

The vision of restoration is to foster the development of a complex, thriving forest full of majestic trees, healthy waterways and diverse wildlife. Redwood forest restoration can help to clean our air and water, amplify the natural fire resilience of mature redwood forests, accelerate the accumulation of sequestered, stable carbon, enhance the survival of imperiled species like the spotted owl, marbled murrelet, and coho salmon, and restore the majestic forest of giants that once dominated the California coast and Sierra Nevada.

Connect People to the Redwood Forest

Save the Redwoods League is dedicated to connecting all people to the peace and beauty of the California redwoods through a network of world-class parks and inspirational outreach and education programs.

The League believes that coast redwood and giant sequoia parks make people's lives better and communities stronger. To that end, Save the Redwoods League is working with park partners to improve recreational amenities and expand the capacity of redwood parks throughout California in order to ensure an outstanding experience for all who visit. The organization is also partnering with communities to welcome new and increasingly diverse visitors to the redwoods, empowering all people to build meaningful connections with the outdoors. We have pioneered science-based forest-restoration work, and we have touched the lives of millions of people by connecting them to these wonders of nature.

Throughout its history, Save the Redwoods League has come to understand more deeply that human

communities are a part of redwood ecosystems and that redwood conservation has an impact on human quality of life. Today, the League is committed to integrating values of [diversity, equity and inclusion](#) into both the organizational culture and conservation work.

As a start, the League acknowledges that the coast redwood and giant sequoia ranges are home to Native Americans and numerous California tribes. These places are fundamental to their identities, cultures, and histories. The genocide and removal of Native communities across the West made possible the harvesting of the ancient redwood forest, and then the subsequent public lands movement that provided pathways to redwoods protection. Historical conservation policies and approaches have largely ignored the value of Indigenous tribes' complex

understanding of the land, based on traditional ecological knowledge under which redwood ecosystems flourished for millennia. This erasure had negative effects on both the forest and people.

Furthermore, logging in the 19th and 20th centuries established an industry and local economies rooted in unsustainable redwood timber harvest, which ultimately gave rise to Save the Redwoods League. The League understands that natural resource conservation efforts have affected some rural communities that had depended on extraction industries, and that those local communities have suffered in these historic economic transitions.

The League's DEI efforts are driven by three core commitments, which will guide the organization in creating systematic changes within the organization:

“We commit to fostering an inclusive work environment that is imbued with care, trust, humility, candor, self-awareness, and constant learning so that staff and Board and Council leaders of all identities can thrive within our organizational ecosystem.”

“We commit to embedding values of inclusion and equity, and increasingly working toward justice, in our full portfolio of conservation work through intentionally cultivating reciprocal partnerships and elevating marginalized groups' perspectives, needs, and interests.”

“We commit to building relationships with historically excluded communities in order to create resonant, welcoming redwood experiences that honor the cultural diversity of California, and to promote experiences that inspire and empower all people to build meaningful connections with the outdoors.”

Emerging from the COVID-19 pandemic, the League is embarking on a new chapter focused on the League’s commitment to and implementation of a DEI strategy, operationalizing best practices as the organization grows in impact and size, and thoughtfully carrying the organization through a period of change and transformation.

To learn more about Save the Redwoods League, visit the website: <https://www.savetheredwoods.org>.

THE OPPORTUNITY

Save the Redwoods League is seeking a strategic and collaborative leader to serve as the organization’s Chief Operating Officer (COO), a role dedicated to that sole focus for the first time.

Working from an overall strategic direction established by the President & CEO, the COO will provide the leadership to accomplish the organization’s vision, direction, and strategy through operations management. Assisted by a management team and staff, they will oversee the organization’s day-to-day activities to achieve the goals and objectives of the League’s strategic and annual plans.

The COO will be responsible for the design and consistent implementation of a “team focused” internal communication and decision-making system. The COO will focus on how to bring teams together to deliver on League goals in close strategic alignment with the CEO to enable decision-making expediency and authority. The COO will have ownership for guiding the development, management and implementation monitoring of League-wide planning processes, including the Annual Plan, the operating model and the DEI Plan.

Additionally, the COO will have primary oversight of Human Resources and Operations, ensuring tight coordination on people and infrastructure management processes and approaches.

The COO will:

Management, Leadership and Vision

- Support the President & CEO and seek to develop and maintain alignment and effective lines of communication on strategic and critical issues.
- Manage the day-to-day operations of all internal organizational activity, providing problem solving and management support for all departments.
- Lead the annual planning processes, coordinating and orchestrating the process and engagement of appropriate staff leadership.
- Ensure appropriate support, resources, communication and coordination between departments, and alignment with the strategic and annual plans.
- Lead, manage and monitor the organizational implementation of the DEI Plan and ongoing efforts to incorporate DEI best practices into organizational culture and operations.
- Drive DEI and culture / behavior shifts via development of metrics, and continuous improvement; support the staff's ongoing needs and concerns related to DEI, address cultural hallmarks that detract from DEI, and generally assure the advancement of the DEI goals in conservation work.
- Provide for all staff a strong day-to-day leadership presence cultivating the values of the organization; supporting an inclusive and engaged work environment for diverse and talented individuals.
- Lead development and consistent implementation of effective and efficient internal staff communications, collaboration and productive meeting structure (all staff, functional, project, and Executive teams, departmental, cross-departmental and one-on-ones).
- Direct and collaborate with HR leadership on efforts related to:
 - the performance management process, ensuring cohesion, co-ordination and consistency in the efforts to accomplish the goals as set by the annual plan;
 - development and implementation of consistent leadership training, coaching and mentoring; and
 - ensuring that HR efforts are on track to support employee satisfaction, engagement and performance in line with the overall operating model.



Chief Operating Officer, Save the Redwoods League

Operations Leadership

- Be responsible for internal communications, meeting architecture and “hygiene,” and decision-making architecture.
- Oversee all IT and facilities infrastructure decision-making and implementation.
- Develop and implement processes and infrastructure to enable operational efficiency, cross-functional coordination, communication, accountability, and timely decision-making.
- Oversee all management and operational systems for the League, planning for future growth, systems and resource needs.
- Facilitate overall planning, helping sharpen and clarify goal-setting, focus, and measurement; ensuring in-process learning.
- Guide Operations team implementation of the safety program, including: emergency preparedness; emergency and first aid supplies; illness and injury prevention; ergonomics; and training.



Candidate Profile

For this unique role, the organization is seeking a candidate who would ideally have the following professional and personal qualities, skills, and characteristics:

Strategic Alignment and Execution

Experience serving as a strategic partner to a President/CEO, conceptualizing and analyzing problems and solutions in a proactive and creative manner, resulting in improved performance across the organization.

An ability to drive the execution of plans, including DEI-focused strategy, cohesively across multiple departments and stakeholders and to measure against long-term goals.

A strong track record of delivering results against ambitious goals.

Communications and Relationship Building

Strong communications skills; ability to convey, both verbally and in writing, goals and objectives, particularly in the midst of change and emerging new norms.

Extensive management and leadership experience; a proven team builder with ability to connect to staff both on an individual level and in large groups; capacity to enforce accountability, develop and empower top-notch leaders. Skilled at fostering trust and communication to contribute to a positive culture internally among staff.

Experience managing relationships with staff at all levels; models and promotes a management ethic of coaching and mentorship.

Demonstrated cultural competency and ability to communicate and interact effectively with

people across cultures, ethnic groups, and identities; verbal and written fluency in a language other than English is desirable.

Understanding of Board governance and responsibilities in support of staff with board and committee involvement.

Operational Excellence

A strategic and creative systems-thinker with a process mindset who has experience implementing best practices within a similarly-sized organization.

Broad experience with a full range of business functions and systems, including strategic development and planning, budgeting, internal operations, communications, business analysis, information systems and human resources.

Proven experience in implementing processes and managing the choreography of internal communications, particularly focused on meeting hygiene and meeting discipline.

An understanding of and passion for organizational architecture and how processes and systems can uphold and further norms and values.

Change Management

Proactive, well-organized, self-directed, with a positive attitude and demonstrated ability to act as an effective change agent, thrive in a fast-paced environment, deal with ambiguity, prioritize multiple projects, and deliver results.

Expertise in leading an organization through changing dynamics and complex growth, particularly as the organization evolves around values of diversity, equity and inclusion.

An understanding of the systems, processes and clear communication needed to guide an organization through a more complex mission delivery mechanism and structure.

A Passion for the Mission

A passion for land conservation and restoration in the redwood forest; a champion of the League's Protect, Restore and Connect mission.

A commitment to and experience upholding values of diversity, equity and inclusion.

A belief that the operational functions of an organization are critical to serving the overall mission.

Save the Redwoods League is an Equal Opportunity Employer. Recruiting and retaining a diverse workforce is a high priority for Save the Redwoods League. Fluent English speakers who are bi-or multi-lingual, including indigenous language speakers, are encouraged to apply.

COMPENSATION

The annual base salary for this role will start at \$183,000, commensurate with qualifications and experience. Save the Redwoods League also offers a comprehensive benefits package including paid vacation, health insurance, retirement, health club or fitness facility reimbursement, and commuter transit and parking subsidy.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Kara Teising and Libby Cornelssen are leading this search. To make recommendations or to express interest in the role please visit [this website](#). All nominations, inquiries, and discussions will be considered strictly confidential.

About Koya Partners

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

At Koya, we don't just accept difference—we celebrate it, support it, and thrive on it for the benefit of our team, our clients, and the communities we serve.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone. Koya does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other characteristic protected by applicable federal, state, or local law.

For more information about Koya Partners, visit www.koyapartners.com.