



EMPLOYMENT OPPORTUNITY - IMMEDIATE OPENING

Position Title: Executive Director

Classification: Full Time / Exempt

Reports to: Get Outdoors Nevada Board of Directors

Compensation: Target range \$100,000- \$112,500 commensurate with experience

Search is open until filled.

Get Outdoors Nevada (GON) is a 501(c)(3) nonprofit organization dedicated to connecting more Nevadans to nature through hands-on environmental education, volunteer projects, and community outreach. Our mission is to connect Nevadans of all ages and backgrounds to the outdoors by offering opportunities to experience, learn about, and care for our natural and urban outdoor spaces. At GON, we envision a world where everyone has access to, benefits from, and cares for outdoor spaces.

Position Description

Get Outdoors Nevada is seeking a hands-on and community-centered leader to take our organization forward into the next chapter of our 25-year history — and lead the way in celebrating our 25th anniversary in 2026. The Executive Director works to lead, align and inspire a dedicated team of four full-time and eight part-time program staff while strategically positioning education, volunteer, and community engagement initiatives for success with partners and community stakeholders. Working closely with the 13-member board, the Executive Director leads fundraising, partnership cultivation and outreach efforts to secure the resources and capacity needed to ensure the continued success of our mission.

This dynamic role engages with a variety of community stakeholders including elected officials, federal agency partners, local/regional planning and recreation partners, school and education system leaders and other non-profit organizations to further GON's reputation as a trusted connector between public lands and our local communities. A successful leader in this context will demonstrate the ability to lead in a variety of settings, from policy and planning-focused initiatives co-led with grassroots stakeholders, to local, on-the-ground involvement with the many people, communities, and cultures that are connected to our outdoor spaces.

Candidates should bring a strong understanding of Nevada's unique history, heritage and culture, and geographic and environmental diversity, as well as demonstrated ability to work with the Southern Nevada community. Candidates should have strong interpersonal communication skills, inclusive of active listening and the capacity to advocate successfully using stories, science, and data.



Key Responsibilities include:

Focus on Organizational Development and Growth:

- Work closely with the Board of Directors to further a long-term vision for organizational growth, inclusive of impact focus, program scale and fundraising development.
- Develop and implement strategies for strengthening existing partnerships and fostering new collaborations with a mix of funding partners from federal, state and local contexts.
- Maintaining, build and diversify the organization's sustainability through continued grant funding and expanding individual, corporate and foundation contributions.
- Direct, prepare, present and/or participate in negotiations of project proposals with governmental, multilateral agencies and other regional stakeholders.
- Oversee and/or lead the development of grant narratives and reporting for federal, state and private foundation/corporate opportunities.
- Take an entrepreneurial approach to coordinating program activities with development initiatives by expanding successful programs, discontinuing ineffective ones, and introduce novel initiatives aiming to diversify programs and revenue.
- Work closely with the team to ensure that organizational successes and outcomes are being regularly shared with key partners through high-quality impact reporting.

Lead Organizational Vision and Operations:

- Work closely with the Director of Programs to ensure organizational integrity, including quality and impact of both educational and volunteering programs.
- Lead an internal team of both full-time and part-time programming-focused employees, with focus on ensuring recruitment, management and development of effective team members.
- Serve as organizational spokesperson for the organization and its initiatives in a variety of settings including public policy meetings or convenings, media interactions, community celebrations, and organization-led initiatives held in collaboration with local elected officials and leaders.
- Manage the development and execution of both annual budgets, financial plans, and program plans, as well as longer-term strategic plans.
- Work closely with the internal leadership team to ensure consistent alignment around operational priorities and best practices that support the success of annual and long-term strategic goals and planning.
- Ensure that programmatic commitments, financial standards, and contractual and legal requirements are met.

Essential Skills:

- Bachelor's degree and/or a minimum of seven years of experience as a leader in complex settings within the context of non-profits, and/or public lands management, education, advocacy or interrelated for-profit areas.



- Experience in leading and managing a multi-disciplinary team comprised of both managers and entry-level staff.
- Fundraising experience and comfortable with overarching responsibility for reaching/exceeding fundraising goals.
- Experience in public speaking, as well as communicating with and presenting to diverse audiences, including donors, board members, employees, and outside partners; clear, authentic, and credible communication is imperative to cultivate and foster internal and external relationships with the team and within the community.
- Proven experience in fostering long-term relationships with local stakeholders, businesses, and community leaders.
- Financial acumen and experience managing budgets.
- Experience in overseeing the development and execution of complex events in collaboration with a variety of external partners and stakeholders.
- Experience with board management and/or board service.
- Ability to work well under pressure with a commitment to leading by example through fostering a secure and positive work environment.
- Demonstrated track record of building and maintaining strong connections within the Southern Nevada community.

Application Instructions

Submit a one-page cover letter along with a current resume and at least three professional references with the subject “Executive Director Application” to jobs@getoutdoorsnevada.org. All email attachments must be in MS Word or PDF format. Please do not call for additional information. Email only. Applications must be submitted prior to February 6, 2026.

Qualified candidates will be invited to participate in an interview with Board of Directors and current team members. Additional supporting documentation of applicant’s experience and skills may be requested at that time.

Get Outdoors Nevada is an equal opportunity employer that recognizes each person is an individual and does not discriminate against applicants or employees on the basis of ethnicity, gender, color, religion, national origin, sexual orientation, ancestry, age, physical or mental disability, medical condition, pregnancy, marital status, or military status.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply for jobs unless they meet every qualification. We are dedicated to building a diverse, inclusive and authentic workplace, so if you’re excited about this role but your past experience doesn’t align perfectly with each qualification in the job description, please go ahead and apply anyway! You might be just the right candidate for this role. Consistent with our values and our commitment to equity, diversity, and inclusion as stated above, **Get Outdoors Nevada is an Equal Opportunity Employer.** We celebrate diversity and are committed to creating an inclusive environment for all employees.



Benefits Include:

- Employer contribution for Medical insurance
- Employer covered dental, vision and life insurance policies
- 401k retirement match up to 3%
- Flexible and hybrid work options
- Technology reimbursement
- Professional development allowance
- Unlimited PTO