



Position Title: Chief Executive Officer

Position Type: Full Time

Education: Bachelor's degree required; advanced degree preferred

Salary: \$225,000+, commensurate with experience

Benefits: Health, dental, and vision insurance. Retirement plan with employer contribution, paid time off, and professional development opportunities.

Nature and Culture International – About Us

Nature and Culture International is one of the most successful conservation organizations dedicated to protecting tropical forests and biodiversity. Over the past 30 years, we have conserved 27 million acres of tropical forest ecosystems in the Andes and Amazon regions through innovative community-centered approaches. Our work spans Ecuador, Peru, Colombia, Bolivia, and Mexico where we collaborate with Indigenous groups and other traditional communities, governments, and regional partners to ensure the long-term protection of the world's most biodiverse ecosystems. The efficiency of our community-based approach means that our conservation projects are created at costs ranging from \$1 to \$10 per acre and represent the highest value for conservation donors wishing to maximize their impact.

To learn more, visit www.natureandculture.org.

Your Position with Us:

We seek a dynamic and entrepreneurial Chief Executive Officer to lead our San Diego-based operations and significantly expand our fundraising capacity to support our Latin American conservation programs. The CEO will serve as the organization's chief fundraiser and US representative, responsible for managing the US team, cultivating major donors, securing foundation and corporate support, and building the strategic partnerships necessary to scale our impact in Latin America. This role requires a proven leader and development professional who can articulate a compelling conservation vision, build lasting donor relationships, and effectively translate on-the-ground conservation success into sustained philanthropic investment.

Essential Functions:

Fundraising and Development (70%-80% of role)

- Serve as an institutional ambassador, the external face of Nature and Culture International in the US and International conferences like COP, representing our work to high-net-worth donors, media, and conservation community
- Design and lead a US-based fundraising plan with the goal of doubling annual revenue in three years to support Latin American conservation initiatives
- Build strategic partnerships with US-based conservation organizations, academic institutions, and corporate partners
- Cultivate and steward major individual donors (\$50K+), building a robust pipeline of principal

and legacy gift prospects

- Create and execute specific development strategies in concert with staff, including planned giving, fundraising for special projects in Latin America and corporate partnership programs
- Personally grow and manage Nature and Culture's portfolio of high-capacity donors and prospects, leveraging existing professional networks and expanding to new networks
- Translate complex conservation science and community partnership models into accessible donor communication
- Maintain deep understanding of field programs to effectively communicate impact and funding needs
- Develop and articulate compelling narratives that connect US donors to conservation impact and teams in Latin America
- Lead donor trips to Latin American field sites and cultivation activities
- Engage the Board of Directors to activate their collective networks and support their fundraising engagement and open doors to new partners.

Strategic Leadership and Organizational Management (20%-30% of role)

- Lead and set a vision and strategy together with the Board and Executive Team (Deputy Director, Director of Finance, ED for Latin America) for a team of seven staff, including development, marketing and communications
- Provide strategic direction for the larger organization in partnership with the Board and Latin American Leadership Team, including risk management
- Identify and capitalize on emerging philanthropic trends in US philanthropy and conservation funding to inform strategy
- Manage annual operating budget of approximately \$9 million
- Ensure strong governance and maintain productive relationships with the Board
- Collaborate effectively with Latin American program directors and leadership teams
- Ensure financial accountability and transparent reporting to donors and stakeholders
- Supervise Deputy Director, Director of Marketing, Individual Giving Manager

Required Qualifications:

- Passion for and commitment to Nature and Culture International's mission and values
- Experience leading, motivating and setting a vision for multidisciplinary teams with compassion and a deep commitment to listening.
- Cross-cultural experience and understanding
- Minimum 10 years of fundraising experience, with at least 5 years leading development
- Proven track record of securing gifts of \$100K+ and closing 6- and 7-figure gifts
- Demonstrated success in major donor cultivation, foundation relations, and institutional fundraising
- Experience in conservation, environmental, or international development sectors



- Strong understanding of US philanthropic landscape and donor motivations
- Exceptional written and verbal communication skills, including public speaking
- Experience managing budgets and small teams
- Ability to travel domestically, as needed, for donor meetings, presentations and pitches
- Ability to conduct regular visits to Latin American field sites (approximately 4 weeks/year travel)
- Spanish language ability (preferred) or excellent capacity to manage cross-cultural relations through interpreters
- Bachelor's degree required; advanced degree preferred

Desired Qualifications:

- Experience fundraising for international programs or organizations
- Established networks within conservation philanthropy and major donor communities
- Track record of growing development programs and revenue by 2X to 5X
- Experience with conservation finance mechanisms and innovative funding models
- CFRE certification or equivalent professional credentials
- Natural relationship builder with exceptional interpersonal skills
- Entrepreneurial mindset with ability to identify and seize opportunities
- Authentic passion for conservation and ability to inspire others
- Strategic thinker who can execute tactically
- High integrity, valuing honesty and transparency
- Commitment to donor stewardship excellence

Compensation and Benefits

Competitive salary commensurate with experience, in the range of \$225,000 to \$275,000. Comprehensive benefits package including health insurance, retirement plan with employer contribution, paid time off, and professional development opportunities.

How to Apply

Please submit a single PDF containing the following, in this order: (1) cover letter addressing your fundraising experience and leadership philosophy, (2) resume, and (3) contact information for three professional references [via LinkedIn](#). Applications will be reviewed on a rolling basis until the position is filled. Priority consideration given to applications received by May 10th, 2026.

Nature and Culture's Values

Our values are important to us. They are core to who we are, and we strive to live them in everything that we do.

- **Bottom-up.** We pursue conservation that is locally driven, primarily by indigenous and rural communities and subnational governments whom we treat as partners and equals.



This means a commitment to active listening. It means promoting a staff culture where everyone (junior and senior staff alike) has a voice.

- **Funds to the field.** We recognize that robust administration, financial management, development and marketing are key to our success, and we strive for efficiency with a small US team, so we direct the lion's share of funds to the field where the magic happens.
- **Commitment.** Design and implement programs with the long-term in mind to ensure lasting conservation outcomes.
- **Agility, innovation and entrepreneurial spirit let us,** adapt effectively to challenges and seize new opportunities as they arise.
- **Diversity and inclusivity.** We include diverse communities and cultures as equal partners in every aspect of our work. We encourage and celebrate diversity among our staff.
- **Adapt and share.** For 30 years, we've learned from our successes and mistakes and share this learning with others. We remain open-minded to learn from others.

Nature and Culture International provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

We value diversity and seek actively to build an inclusive applicant pool and pursue a thoughtful hiring process, including a diverse hiring committee, carefully designed interview questions and mindfulness about unconscious biases.

