



CONFIDENTIAL POSITION SPECIFICATION

Chief Executive Officer

POSITION	Chief Executive Officer (“CEO”)
ORGANIZATION	The Peregrine Fund
LOCATION	Boise, Idaho (<i>www.cityofboise.org</i> or <i>www.boise.org</i>)
REPORTING RELATIONSHIP	The Chief Executive Officer reports to the Board of Directors through the Executive Committee of the Board. The Board of Directors currently has thirty-five members. The Chief Executive Officer supervises senior-level employees with a total staff of 117. It is the Board’s intent that the Chief Executive Officer will work closely with a Committee of the Board and external consultants on a realignment of human and financial resources to ensure the preservation of The Peregrine Fund’s hard-working, science-driven, and results-oriented culture and to complement its future conservation objectives.



ORGANIZATIONAL BACKGROUND

The Peregrine Fund (<https://www.peregrinefund.org/>)

Since its founding in 1970, The Peregrine Fund has pioneered science-based initiatives to understand, conserve and reestablish endangered raptor populations around the world. The organization’s success is attributed to dedicated staff, strong Board leadership, unwavering philanthropic support, and a successful track record of collaborating with an increasingly diverse group of stakeholders to confront the most challenging threats to raptors. The challenges ahead, however, remain great—more than half of the world’s raptor species have declining populations, and nearly 20% are threatened with extinction. As stated in the organization’s strategic plan, failure is not an option.

The Peregrine Fund’s core values originate from the organization’s early work and successes in the captive breeding, reintroduction, and de-listing of the Peregrine Falcon. The organization’s 132 team members continue to tackle the toughest, sometimes difficult to fund, raptor conservation challenges with boots-on-the-ground research and conservation management. In all, The Peregrine Fund has worked with over 100 raptor species in more than 40 countries since 1970. The programs summarized below are just a few examples of the type of work The Peregrine Fund has done and continues to do around the world.

Programs

The Mauritius Kestrel was the most endangered raptor species in the world for part of the 1970s, with only four known individuals remaining in the wild. Through research, captive breeding, and reintroduction, The Peregrine Fund restored the Mauritius Kestrel from the brink of extinction to a current population of more than 800 individuals.

To address the precipitous decline and potential loss of three vulture species in southern Asia between 1992 and 2000, The Peregrine Fund identified the cause of the population crash as a particular drug (diclofenac), which the vultures consumed as they fed on the carcasses of livestock, killing them within days. The Peregrine Fund presented its findings to South Asian governments and recommended banning the veterinary use of diclofenac. In 2006, India's government implemented a ban, and today, vulture populations have ceased their decline.

In Madagascar, with more than 300 species of bird and 14 endemic raptors, The Peregrine Fund has helped 11 communities organize to manage local resources, expanded the country's national protected areas by more than a million acres, and supported the education of hundreds of people as conservation leaders. The Peregrine Fund looks to continue the community-based conservation model in Panama with its work on the threatened Harpy Eagle and its habitat in the Darien.

The Northern Aplomado Falcon was last seen in the American Southwest in the 1950s, leaving its niche in the grassland ecosystem unfilled for decades. The Peregrine Fund began experimenting with breeding captive Aplomado Falcons and releasing them to the wild in the 1980s. Aplomado Falcon chicks that were produced at the World Center for Birds of Prey in Idaho were transported to Texas and New Mexico for release.

More than 1,500 chicks have been released into the wild. As a result, there is now once again a breeding population in the United States. Apart from the captive breeding and release efforts, The Peregrine Fund has sought creative solutions to problems associated with the restoration of this species.

In South Texas, biologists place artificial nest structures in the Aplomado Falcon habitat. The specially adapted structures have protective bars across the open front that allow the falcons in but keep nest predators, like caracaras or raccoons, out. They have proven to be popular among the falcons, with most pairs choosing to nest in one of these structures rather than a bush, tree, or power pole. Biologists work hard every year to replace old nest structures and put up new ones wherever an Aplomado Falcon pair is found.

The Peregrine Fund established Panama's first non-governmental organization for raptor conservation in 2000. Since then, The Peregrine Fund has raised and released Harpy Eagles, conducted public education and outreach, and continues to study wild populations and meet the threats of land development.

The Peregrine Fund aims to prevent extinctions, conserve landscapes, and assuage landscape-level threats to raptors. The Global Raptor Impact Network (GRIN) provides the infrastructure, data, and analyses to determine which species to save, which landscapes to conserve, and which threats to tackle. GRIN also serves as the data collection, storage, and analysis system for The Peregrine Fund. Because of the power of GRIN, professional and citizen scientist records help The Peregrine Fund and partner organizations keep a finger on the pulse of the world's raptor populations and provide up-to-date information on their continually changing status.

After nearly two decades of effort to establish a self-sustaining population of California Condors, The Peregrine Fund must address the leading cause (53%) of diagnosed mortality: lead poisoning. The organization continues to develop and foster a process that results in the use of non-lead alternative ammunition for the harvest or dispatch of animals whose remains end up in the food chain, not just for condors, but for people too. Since launching the North American Non-Lead Partnership in 2018, The Peregrine Fund, Institute for Wildlife Studies, and the Oregon Zoo have secured nearly thirty partners in total, ranging from hunting/conservation organizations to public and private landowner groups, whose aims are to work with hunters to promote a change to safer ammunition.

The Peregrine Fund has always been involved in public education through lectures, tours, newsletters, popular publications, demonstrations with live raptors, and film. Construction of the World Center for Birds of Prey and Velma Morrison Interpretive Center in Boise, Idaho, made it possible to further educate the public through organized educational programs. Since 1994, more than one million people have been reached through on-and off-site educational programs. The organization is currently undergoing a \$3.2 million expansion of the Center with the goal of completing construction by 2022. The expansion will include new exhibits, interactive indoor and outdoor classrooms, and expanded retail space.

Looking to the Future

To ensure continued success in an increasingly international and complex conservation landscape, The Peregrine Fund Board is leading a business and organizational planning process in 2021 to establish a blueprint for future growth and success. The goals of the planning process are to identify how the Board can best support staff organizationally, structurally, and financially to ensure the preservation of The Peregrine Fund's hard-working, science-driven, and results-oriented culture and complement its conservation objectives.

In addition to a continued focus on research, education, and conservation programs in North America, the Neotropics, Africa, and Asia, The Peregrine Fund intends to invest more time, effort, and financial resources in its people and organizational capacity. While the planning process is ongoing and scheduled for completion in September 2021, some of the focal points of these strategic investments may be in human resource support, marketing and development

coordination, leadership development, information technology infrastructure, and international partnerships and capacity building.

To quote Grainger Hunt, The Peregrine Fund’s senior scientist emeritus, the soul of the organization “...resides in the intellect, creativity, grit, and continuing hard work of a group of competent people with a passionate interest in preserving a special set of intricacies in the natural world. The organization is about ideas and strategies, and implementation; it is about projects and determination. Raptors are its focus—those wondrous and inspiring beings for whom every day is high adventure in three dimensions. In the broader perspective, the healthy presence of a raptor population is proof that its ecosystem is working. Genuinely portrayed, raptors can arouse ‘the better angels’ in human nature and inspire appreciation.”

The Opportunity

The Peregrine Fund has a 50-year proven track record of science-driven species recovery, starting as the primary driver in one of the most significant species recovery programs of the 20th Century with the recovery of the Peregrine Falcon from the brink of extinction in North America. From those beginnings, The Peregrine Fund has continued its commitment to on-the-ground conservation results based on data-driven science. The CEO will lead the organization into the first decade of the next 50 years with an unparalleled opportunity to enhance global bird conservation.



POSITION SUMMARY

The Chief Executive Officer of The Peregrine Fund is responsible for driving innovation and management of programs, fundraising, and building/preserving its passionate culture for raptor conservation. In this capacity, the CEO will represent The Peregrine Fund to political leaders, funders, partners, constituents, and the global conservation network.

Position Priorities (to be addressed during the first six months)

- Learn the culture of the organization, including current and future programs and projects.
- Working with the Board, implement the blueprint for success, including identifying and securing funding sources.
- Understand the day-to-day operations of the organization.

SPECIFIC RESPONSIBILITIES

Chief Executive Officer of The Peregrine Fund will have the following specific responsibilities:

- Serves as the CEO and chief spokesperson for The Peregrine Fund; directs the staff and manages its resources effectively toward fulfilling its mission.
- Provides leadership and vision to the Board and staff and enthusiastically champions a mission-driven culture based upon established core values.

- Directs The Peregrine Fund's strategic plan (Vision 2050) and implements and evaluates its programs, initiatives, and priorities.
- Builds strong relationships with funders through personal interactions and individual integrity that translates to realized income for the organization.
- Provides leadership in defining, balancing, and providing for the future growth of the organization.
- Builds and maintains good working relationships with the Board, the staff, funders, and a broad spectrum of global conservation partners.
- Works with Congress, state legislatures, governmental agencies, non-profit organizations, and the public to advance policies supporting raptor conservation.
- Maintains a strong and effective working relationship with local communities.
- Manages the organization's finances, providing for maintenance, growth, and improvement.
- Evaluates the current sources of funding; develops and implements creative and effective means of assuring the organizational resources needed to reach goals.
- Leads the recruitment and training of top-quality employees committed to the mission; ensures that resources are available to provide career development opportunities and appropriate means to retain skilled staff to assure continuity of the culture and philosophy of the organization.



CANDIDATE QUALIFICATIONS

The qualified candidate will have the following knowledge, skills, and abilities:

- **Work Experience:** An innovative conservation leader with at least ten years of experience at a public or private conservation organization, with progressive management-level experience overseeing a significant number of staff, responsibility for a multi-million-dollar budget, and a proven track record of securing funding from diverse sources. Strong preference for leadership experience in a decentralized organization.
- A visionary executive with high integrity and a passion for the culture and mission of The Peregrine Fund, who can develop and communicate strategy and goals, establish priorities, and motivate and lead employees in fulfilling them.
- **Financial/Administrative:** Proven experience in financial management is important; knowledge of budgets and revenue streams.
- **Communications:** Excellent oral and written skills and proven ability to make effective and compelling presentations on complex subjects. A candid and forthright communicator who can articulate the mission and programs of The Peregrine Fund by building relationships and inspiring current and potential funders.

- Interpersonal skills: High emotional intelligence and a good listener with the ability to effectively read an audience and bring together disparate points of view toward a common goal. Infectious enthusiasm and a natural curiosity rooted in science and personal integrity.
- A strong personal commitment to global conservation is a must; a natural resources background is a plus but is not required.
- Experience in working with a strong board of directors is highly desirable.
- Experience in working with multiple stakeholders on complex issues is a plus; political sensitivity is required.
- An experienced leader who can make tough decisions on the allocation of priorities and resources.
- An executive who understands how to negotiate among competing interests; a team player who can build coalitions and consensus.
- An entrepreneur who can lead the team to develop new ways to carry out The Peregrine Fund's mission and creative ways to provide the resources needed to accomplish this.
- An individual with the ethics, standards, credibility, and leadership skills to effectively represent The Peregrine Fund nationally and internationally, building public recognition of its name, stature, and contributions to science and conservation.
- A background in scientific research and an understanding of how it is conducted and its underlying principles and practices; this is important for building credibility for The Peregrine Fund's programs.
- Experience in growing and evolving a mission-driven organization.



**EDUCATION AND
LICENSURE**

Minimum requirement of a bachelor's degree from an accredited college or university; a master's or doctoral degree is a decided plus.



COMPENSATION

A comprehensive and competitive compensation package commensurate with the candidate's experience and qualifications will be offered.

For more information, contact:

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