

# Job Posting: Director of Conservation

**Location:** Dallas, Texas

**Salary Range:** \$70,000 – \$90,000 (commensurate with experience and education)

**Reports to:** Executive Director

## About Texas Conservation Alliance (TCA)

Texas Conservation Alliance (TCA), founded in 1971, works to protect Texas rivers, forests, wildlife, and our natural heritage. TCA combines grassroots outreach, policy advocacy, education, and on-the-ground conservation to safeguard Texas' future for both people and wildlife. TCA is the State Affiliate for the National Wildlife Federation. Website: <https://www.tcatexas.org/>

## Position Summary

The Director of Conservation will lead TCA's conservation programs across Texas, overseeing staff and projects that advance river protection, native plant and habitat restoration, education, the bird-safe campaign, and community conservation and engagement. This senior position will play a key role in shaping and executing TCA's conservation strategy, supporting local and statewide initiatives, and building collaborative partnerships.

## Key Responsibilities

- Provide strategic leadership and direction for TCA's statewide conservation efforts.
- Supervise and support the following staff positions:
  - Education Specialist (DFW)
  - Conservation Program Specialist (DFW)
  - Conservation Program Specialist (East Texas)
  - Native Plant Propagation Specialist (Dallas)
- Develop and implement conservation initiatives that protect rivers, wildlife habitat, and natural resources across Texas.
- Collaborate with the Executive Director and Senior Policy Director on policy priorities, program design, and long-term, strategic planning.
- Foster partnerships with local communities, agencies, and partner organizations.
- Represent TCA in public forums, coalitions, and media as needed.
- Oversee project budgets, grant deliverables, and reporting.
- Collaborate with communications staff on social media messaging, newsletters, and campaigns.
- Cultivate relationships and engagement with existing and prospective donors.
- Work with the Community Relations Director on grant and fundraising efforts.

## Working Conditions

- **Hybrid / Remote Structure:**
  - Two days per week in the Dallas office.
  - One day per week at the Native Plant Propagation Center (Dallas Zoo).
  - Remaining time remote/flexible, with some in-state travel required (3-5 days per month).

## Qualifications

- Bachelor's degree in environmental science, natural resources, nonprofit management, public policy, or related field (advanced degree preferred).
- 5+ years of professional experience in conservation, nonprofit leadership, or other mission-driven organizational work.
- Demonstrated success in supervising staff, managing programs, and building partnerships.
- Strong understanding of Texas ecosystems, water issues, and conservation policy.
- Excellent communication, organizational, and leadership skills.
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and ability to manage data, budgets, and reports in spreadsheets.
- Ability to be successful with minimal direct supervision.

## Compensation & Benefits

- Salary range of \$70,000.00 – \$90,000.00, commensurate with education and experience.
- TCA offers a stipend to cover personal health insurance.
- Paid vacation, sick leave, and holidays.
- Flexible hybrid work environment.
- Professional development opportunities.

## How to Apply

Please send a cover letter, résumé, and three references to [tca-careers@tcatexas.org](mailto:tca-careers@tcatexas.org) with the subject line **Statewide Director of Conservation Application – [Your Name]**. Applications will be reviewed on a rolling basis until the position is filled.