



# Executive Director

Position Announcement





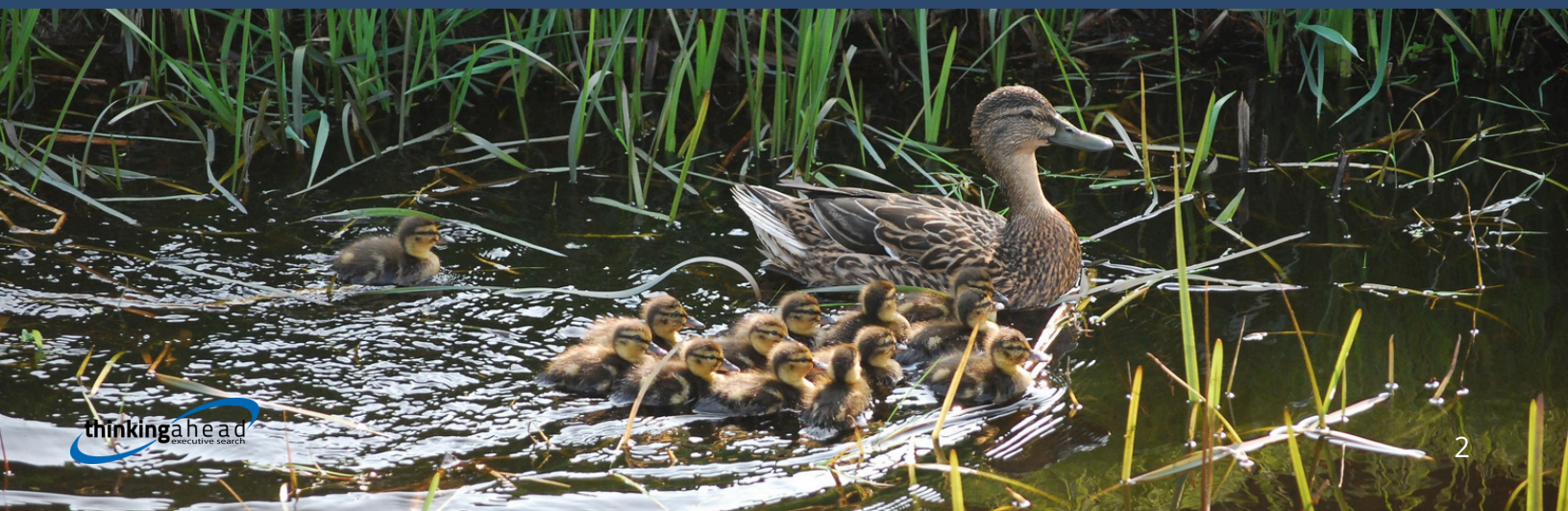


# About the Izaak Walton League of America

For more than a century, the Izaak Walton League of America (the “League”) has been one of the nation’s most trusted and influential conservation organizations. Founded in 1922 by everyday citizens determined to protect the outdoors they loved, the League has led landmark efforts to clean up America’s air and waters, restore fish and wildlife, safeguard public lands, and ensure that future generations can enjoy a healthy natural world. Today, the League occupies a vital role in America’s conservation community as a strong, credible voice for hunters, anglers, shooting sports enthusiasts, and all who care about conservation and outdoor recreation.

At its core, the League is a grassroots organization. With 40,000 members, thousands of volunteers, and more than 200 chapters nationwide, the organization is grounded in community action while also advancing science-based policy solutions at the local, state, and national levels. Its members and staff engage in hands-on conservation projects, policy work with legislatures and resource agencies, and public education initiatives that support broadly based conservation goals across the country. The League’s bottom-up governance model—where members propose and vote on policies at the annual convention—ensures that its work reflects the priorities of people directly engaged in conservation. This member-driven foundation fuels volunteer water-quality monitoring, habitat restoration, outdoor education, and public policy advocacy that speaks to a broad cross-section of Americans.

As the League enters its second century, it is uniquely positioned to reconnect people with the outdoors and inspire the next generation of conservationists. Its broad mission—spanning clean water, soil health, habitat protection, climate resilience, hunting and fishing traditions, and outdoor access—gives the organization both depth and agility. Whether restoring local streams, collecting volunteer science data, expanding access to public lands, or helping more Americans experience hunting, fishing and recreational shooting sports, the Izaak Walton League continues to demonstrate that conservation begins locally and grows through people united by purpose. To learn more, visit [www.iwla.org](http://www.iwla.org).







## The Opportunity

The Executive Director will have a distinctive opportunity to lead one of the nation's oldest and most respected conservation organizations at a transformative moment. With more than a century of credibility, a financially stable foundation, established national programs, and a committed membership, the Izaak Walton League offers a powerful platform to advance solutions that conserve natural resources important to all Americans. Building on this strong foundation, the Executive Director will sharpen the League's strategic direction, deepen its impact, and guide it into its next era of greater visibility and influence. This includes partnering with chapters, strengthening member engagement, elevating volunteer science into community-level action, and expanding the League's reach with new audiences.

This role is ideal for a mission-driven, entrepreneurial leader who values collaboration, common-sense conservation, and working with members, leaders and volunteers with diverse perspectives. The Executive Director will have the freedom to innovate—piloting new conservation initiatives, expanding partnerships, modernizing internal systems, and cultivating the next generation of volunteers and national leadership. For someone eager to drive meaningful progress on clean water, healthy soil, habitat protection, outdoor participation, and community-based conservation, this position offers a powerful and timely opportunity to shape outcomes that matter for people and the natural resources that sustain them.





# Position Summary

The Executive Director serves as the chief executive and strategic leader of the Izaak Walton League of America, reporting to the Executive Board. This role is responsible for guiding the organization's overall mission, programs, operations, and finances while advancing the League's reputation as a trusted national conservation leader. The Executive Director works collaboratively with the Board, staff, chapters, members, and partners to set organizational priorities, ensure operational excellence, and drive meaningful impact across local, state, and national conservation efforts.

The Executive Director leads, inspires, and supports a talented staff and volunteer network, ensuring alignment between the League's programs, advocacy, and member engagement. This role also represents the League publicly—strengthening partnerships, engaging with policymakers, promoting the organization's initiatives, and fostering a culture of innovation, collaboration, and accountability. The Executive Director has ultimate responsibility for the organization's financial sustainability, development efforts, and compliance with all legal, regulatory, and governance requirements.







# Key Responsibilities

- Oversees all aspects of the operation of the organization and ensures that the Executive Board is kept fully informed on the conditions and operation of the organization, including conservation, development, accounting, human resources, membership services and communications. Advises and seeks guidance from the Executive Board on matters of program priorities, budget, legal responsibility, publications and nonprofit governance.
- Has primary responsibility for representing and advancing League policy through the various venues, including the use of elected League leadership and experienced membership, to the public, state and federal elected officials, the media and colleague organizations.
- As chief fundraiser, the Executive Director works with staff, consultants, and the Executive Board to ensure that the League's annual revenue goals and long-term financial health of the organization are met.
- Supervises preparation of annual budget for Executive Board approval, operates the League within that budget, provides accounting necessary for an annual audit, and oversees and ensures all necessary tax and charitable registration documents are filed with the state and federal government.
- Executes all decisions of the Executive Board and implements the policies of the League according to League bylaws and conservation policies.
- In conjunction with senior leadership, evaluates and recommends for approval of the Executive Board the League's basic programs and personnel policies to further the objectives of the League, as well as develop procedures for the daily function of the League operations.
- Executes contracts, initiates new programs, grant agreements, internal studies and other commitments, as authorized by the Executive Board and League bylaws.
- Works with the National President and Executive Board chair to plan the agenda for all board meetings and the national convention.
- Oversees publishing of the League's Outdoor America magazine and ensures that the editor follows League policy and all applicable and federal laws.

# Qualifications & Requirements

- Previous experience in managing a member-based organization is highly preferred; ability to engage with, listen to, be comfortable with, and be responsive to members and chapter leaders is essential.
- Documented history of skilled leadership and management that indicates the capability of building and managing a growing organization while directing, motivating and organizing its staff.
- Demonstrated fundraising success; ability to expand the financial base of the organization, pursuing philanthropic funding sources and other creative revenue sources that advance a sustainable and robust organization.
- Experience in nonprofit conservation organizations at the management level is a strong plus.
- Understanding of environmental law and policy and the legislative process is desirable.
- Familiarity with nonprofit tax law and accounting is a plus.
- Excellent public speaking and writing skills and a demonstrated ability to work with all media is a plus.
- Ability to work with Board of Directors, key stakeholders, and staff in designing and implementing an organizational strategy capable of sustaining and supporting future growth.
- A degree in the area of natural resources, natural sciences, or wildlife management, is desirable.
- Willing to travel.



# Compensation & Benefits

Salary Range: \$150,000 - \$175,000, commensurate with experience.

The League offers a competitive and comprehensive benefits package, including: medical, dental and vision insurance, 403(b) plan, sick and vacation time, life insurance and disability coverage.

## Location

The Izaak Walton League Headquarters is based in Gaithersburg, Maryland. The Executive Director should live within a commutable distance to headquarters and ideally will be based in Maryland, Virginia, or Washington, D.C.

## To Apply

The Izaak Walton League of America has retained the services of ThinkingAhead Executive Search. Please submit your resume and expression of interest to: Chris Spagnola at [cspagnola@thinkingahead.com](mailto:cspagnola@thinkingahead.com) and Jessica Martinez at [jmartinez@thinkingahead.com](mailto:jmartinez@thinkingahead.com).

Applications will be reviewed on a rolling basis until the position is filled.

*The Izaak Walton League of America is an Equal Opportunity Employer.*

