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POSITION SPECIFICATION

Call for Nominations to the Board of Directors

Peninsula Open Space Trust seeks new board members to support our vision of creating a network of protected lands where people and nature connect and thrive



ABOUT PENINSULA OPEN SPACE TRUST



OUR HISTORY AND WORK

Since its founding in 1977, POST has protected more than 80,000 acres of permanent open space, farms and parkland in San Mateo, Santa Clara, and Santa Cruz counties in the South Bay and Peninsula areas of Northern California. These lands are now part of the National Park system, National Wildlife Refuge system, California State Parks, county and city parks, regional preserves, and private farmland. POST takes a science-driven approach in decisions about land acquisition and stewardship so that every property is appropriately cared for.

As an accredited land trust and a nonprofit supported by donors, we have worked hard to preserve open space for natural resource and wildlife habitat protection, recreation, and to safeguard clean water and air for the benefit of all in our region. POST brings together many organizations and individuals to ensure that open spaces are permanently protected and benefit our community and environment. From the complex transaction process and funding to coordination with multiple public agencies, POST takes a central, catalytic role in conservation projects, adjusting our approach based on each unique situation.

OUR COMMITMENT TO DEI

Our primary focus over our 40+ year history has been on the first part of our mission: the protection of land. As we have sharpened our knowledge of equity and history, we have come to understand the many ways in which the legacies of exclusion and racism in conservation are alive today.

Our focus continues to evolve from solely protecting land for a variety of conservation benefits toward ensuring this land also benefits all people in an equitable manner. The integration of Diversity, Equity, and Inclusion (DEI) across all POST's work is critical to sustaining thriving human and natural communities for the generations to come. We recognize this evolution as mission-critical, long term, and fundamentally necessary.

For more about our commitment and approach toward transformational change by prioritizing DEI efforts, [please visit our website.](#)



THE OPPORTUNITY

POST's board serves a vital role by providing leadership, expertise, perspective, and guidance to POST staff. We have just concluded a year-long strategic planning process that has pushed us to deepen and mature our work related to the protection of biodiversity, mitigating the impacts of climate change, and ensuring equitable access to nature for all the residents of our region. Over the next five years, POST will take a systems approach, prioritizing land protection that builds a more resilient and adaptive landscape while also deepening connections with traditionally underserved and excluded communities to benefit both people and nature.

Given POST's ambitious plans for its future, a diverse, deeply engaged, inclusive, and collaborative board is necessary for POST's long-term success. We are looking for multiple individuals who want to help us co-create the next chapter of increased impact, growth, and sustainability for POST.

An ideal POST board member is driven by:

COMMITMENT TO OUR WORK

A vision of a network of protected lands where people and nature connect and thrive so present and future generations benefit from the careful balance of rural and urban landscapes that makes our region extraordinary.

CONNECTION TO OUR REGION

A passion to protect open space on the Peninsula and in the South Bay for the benefit of all.

THE VALUES AND CULTURE OF POST, INCLUDING:

■ Nature Connects Us All

We believe that we are part of an interconnected web of life and that diversity of all types creates strength and resilience. In our work, we strive to protect and heal the ecosystems that support our collective well being.

■ Act Today for the Long-Term

We take action today in ways that support our bold, long-term vision. We accept and balance the tension between the present and the future while staying true to our purpose.

■ Commit to Learning and Growth

We are creative, curious, and courageous in our approaches and willing to change course when necessary. We learn from our successes and mistakes.

■ Care About How We Work

We believe all living things should be treated with dignity. We acknowledge the many injustices against people and nature. We are dedicated to strive for equity in our actions.

■ Honor Our Collective Strengths

We have the most positive impact when we work together toward shared vision. We catalyze, collaborate, and complement to support the best outcomes for all.

WHAT WE ARE LOOKING FOR



YOU ARE OR CAN BE AN EFFECTIVE BOARD MEMBER WHO IS ALSO A...

Mission-driven person with a passion for sustaining thriving human and natural communities, protecting lands for a variety of conservation benefits, and ensuring that land benefits all people in an equitable manner

Strategic thinker with business and/or nonprofit acumen and useful expertise (e.g., experience with public-private partnerships, community engagement, marketing, environmental conservation/policy, work at the intersection of health and nature, finance, investment management, legal, etc.)

Fearless innovator who approaches new ideas and challenges with a sense of possibility, openness, and positivity

Collaborative leader with the ability to work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness and change management efforts

Team player who expresses genuine interest in others' well-being and proactively models organizational customs, beliefs, and values, including our commitment to diversity, equity, and inclusion

Coalition-builder with a holistic and community-centered vision who can forge strong alliances and networks, grow partnerships, and cultivate influence

Committed supporter who fully engages during and between meetings and events, contributes time, financial support, or other means, and shows up for the organization, other members, and the cause

POST is particularly seeking prospective board candidates with deep expertise in Bay Area community engagement (e.g., public service, advocacy, and representation), especially with communities of color; and candidates with significant professional or board experience in corporate finance (e.g., managing P&L statements, budget processes, operations, accounting, and investments).

WHAT WE WILL ASK OF YOU



AN IDEAL POST BOARD MEMBER WILL...

- Inform our strategic direction, oversee our financial health, and ensure that best practices in management and leadership are followed
- Commit to a multi-year term of representing the best interests of the organization, its staff, partners, and volunteers
- Actively collaborate with current board members and cultivate new members
- Be willing to devote sufficient time to their duties and responsibilities, which include (among other duties):
 - attendance at six board meetings per year
 - serve on board committees
 - attend occasional additional functions (lectures, donor events, volunteer events, etc.)
- be prepared to serve to the end of their three-year term for up to four consecutive terms
- serve as an informed and compelling ambassador to expand POST's influence and effectiveness with individuals, the public, and other organizations
- Assume expenses for travel, lodging, and miscellaneous costs associated with events and meetings
- Support POST as one of your top three voluntary and charitable commitments



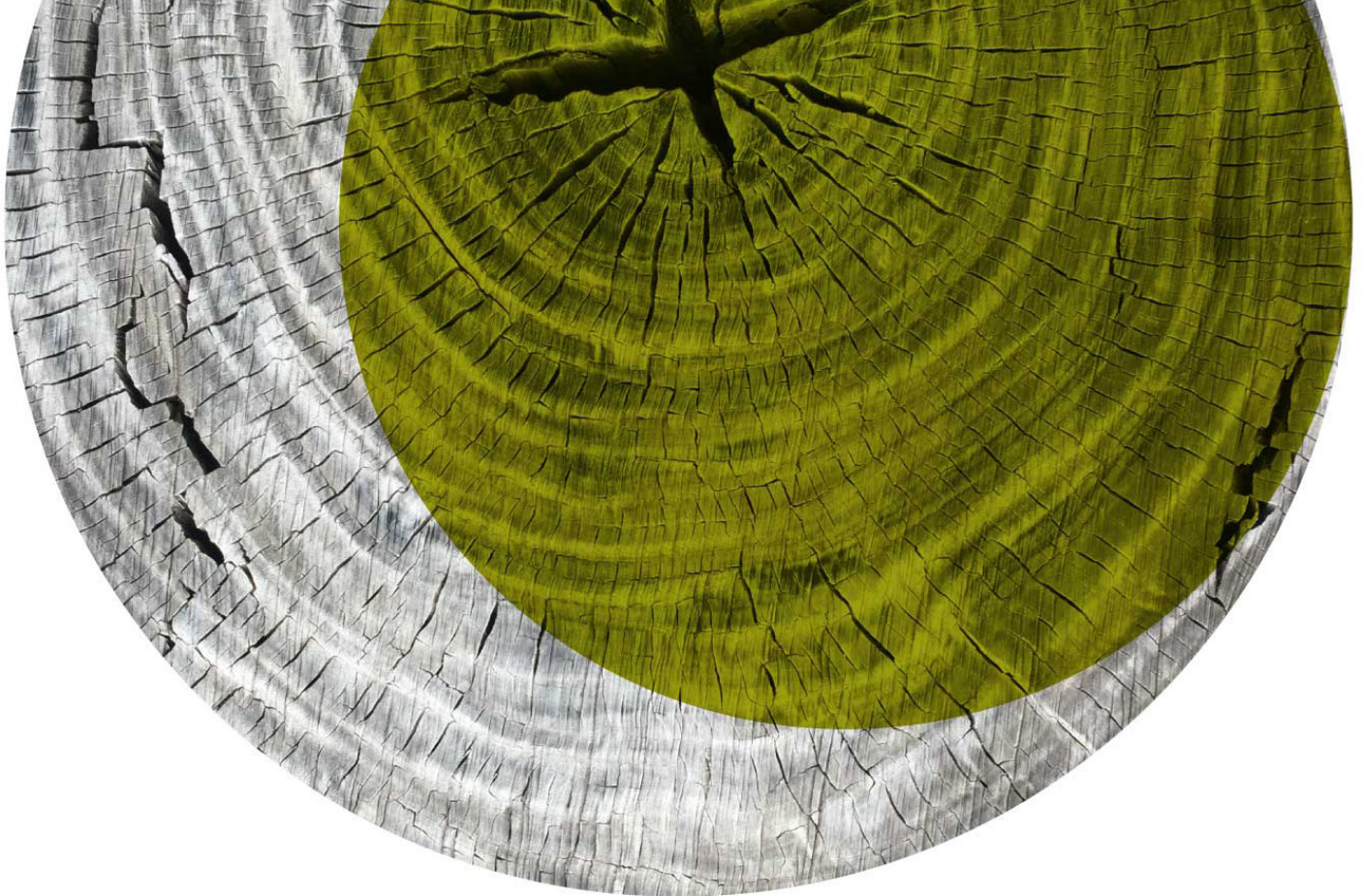
TO APPLY

We would love to hear from you. As a place-based organization, we will prioritize candidates who live in, work in, or have deep ties to the Peninsula and South Bay.

Our effectiveness is enhanced when equity and inclusiveness are practiced and protected throughout our organizational governance, culture, and staffing. Recruiting and retaining a diverse board is a priority at POST.

Please visit [this link](#) to tell us about your experience and passion for this work.

Interested candidates should apply by September 9 for priority consideration.



Potrero Group is honored to coordinate board member recruitment on behalf of POST. Potrero Group supports innovative leaders and organizations making a difference in the world by providing rigorous strategy and business planning, organizational effectiveness, and nuanced search services to mission-driven organizations. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list and be notified of future opportunities, please visit

www.PotreroGroup.com