Executive Director, Babbitt Center for Land and Water Policy

March 2023

POSITION PROFILE
The Lincoln Institute of Land Policy seeks to improve quality of life through the effective use, taxation, and stewardship of land. A nonprofit private operating foundation whose origins date to 1946, the Lincoln Institute researches and recommends creative approaches to land as a solution to economic, social, and environmental challenges. Through education, training, publications, and events, we integrate theory and practice to inform public policy decisions worldwide. With locations in Cambridge, Massachusetts; Washington, DC; Phoenix; and Beijing, we organize our work around the achievement of six goals: low-carbon, climate-resilient communities and regions; efficient and equitable tax systems; reduced poverty and spatial inequality; fiscally healthy communities and regions; sustainably managed land and water resources; and functional land markets and reduced informality.
POSITION OVERVIEW

The Lincoln Institute of Land Policy is an independent, nonpartisan organization whose mission is to help solve global economic, social, and environmental challenges to improve the quality of life through creative approaches to the use, taxation, and stewardship of land. Recognizing the important connection between land use and water issues, the Lincoln Institute established the Babbitt Center for Land and Water Policy in 2017. Connecting water to land use brings together two resources that have been managed irrespective of one another for too long. Coordinated planning is a step in breaking down these silos and will be increasingly necessary as communities strive to secure their water futures.

The Babbitt Center’s major area of focus has been the Colorado River Basin, which is dependent on one of the most heavily used and over-allocated rivers in the world. The Babbitt Center seeks to advance the integration of land and water management to meet the current and future water needs of the Basin’s communities, economies, and its environment. The Center develops tools and best practices to guide policy decisions through research, training, and partnerships for sustainable management of land and water resources in the Basin and beyond.

The Babbitt Center’s leadership is at an inflection point with the upcoming retirement of its founding Director. The Lincoln Institute seeks a new Phoenix-based Babbitt Center Director to ensure both continuity in programming and to advance the Center’s presence and impact in the Colorado River Basin and more broadly promote the integration of land and water management in the U.S. and the rest of the world.

For more information on our current priorities and projects visit our website. Here are some highlights of our content:

Growing Water Smart: Securing Our Water Future  
Publications on Water Resilient Agriculture  
Water challenges in the Colorado River Basin - Cultivating Change  
Babbitt Center Programs and Projects
THE ROLE

The Executive Director will work closely with the Lincoln Institute’s CEO and Vice President of Programs to lead existing efforts and identify new opportunities to advance the Babbitt Center's work in the Colorado Basin, nationally, and globally and collaborate with other Center Directors to cross pollinate ideas and fully leverage the Institute’s intellectual resources for maximum impact.

This is a full-time position reporting to the Lincoln Institute President and CEO. The Executive Director's specific duties and responsibilities are enumerated below.

The Executive Director will lead and engage with the Babbitt Center staff to advance work in the following areas:

- Foster the creation of new tools to support decision making and land management
- Advance techniques for addressing uncertainty, including adaptive management approaches
- Develop and implement a Babbitt Center research plan and identify long term programmatic objectives
- Establish and support research networks to advance long term the Babbitt Center objectives
- Facilitate regional dialogue to collaborate across the multiple jurisdictions and interest groups that share watersheds
- Assist stakeholder's efforts to develop new approaches and to identify the local, state, regional, and federal actions that will enable communities to effectively address their challenges
- Track and report on conditions throughout the Basin to illustrate needs and opportunities through periodic state of the Basin assessments
- Establish and run expert and practitioner advisory groups contributing to the Lincoln Institute's research and dissemination efforts

WHAT YOU’LL DO - PROGRAM ASSESSMENT AND DEVELOPMENT

- In consultation with the Babbitt Center staff and Lincoln Institute colleagues, develop and implement long term programmatic objectives and manage both existing and new partnerships and mentor the Babbitt Center staff to achieve these objectives
- Lead the seven person Babbitt Center staff and work with staff to manage the approximately $1 million dollar program budget and to continue building the outside leveraged funds, currently approximately $3 million
- Contribute to the overall success of the Center by participating in direction-setting; establishing and maintaining strong relationships with practitioners, policy makers and researchers; building the credibility and relevance of the Center; and representing the Center at professional meetings
- Serve as an author and editor on Lincoln Policy Focus Reports, working papers and other print and
on-line publications, including technical reports and public information documents

- Analyze and articulate emergent land and water policy issues and translate the analysis into mid- and long-term program objectives and benchmarks as part of the Institute’s Annual Planning Process
- Identify opportunities for new programming and network building on land and water policy in the Colorado Basin and beyond
- Assess and manage the Babbitt Center’s network of advisers, practitioners, and researchers
- Assess and propose ways to nurture and build upon the network of academics and practitioners that advise and help guide the Center’s work
- Create and build a national and global presence by transferring lessons learned in the Basin to other areas
- Sustain a regional presence through interaction with policy leaders and through workshops, conferences, seminars and lectures, and other events within and outside of the Colorado River Basin
- Raise funds to enlarge the scope and scale of the Babbitt Center’s work and collaborate with the Institute’s Partnerships and Resource Development team towards this end
- Willingness and availability to travel 15%-30%

**WHAT YOU’LL DO – ADMINISTRATIVE DUTIES**

- Develop and oversee the Babbitt Center budget and contracts:
  - Work with the CEO and program staff to prepare annual budget
  - Plan and estimate costs for courses, research, demonstration projects, publications
  - Work with Associate Directors to monitor commitments and disbursements and to recommend midyear reallocations as necessary
  - Review, monitor, and approve the work of partners, agencies, researchers, faculty, and authors working on contract with the Center
  - Maintain active program involvement in all community of practice, tool development, research, and educational contracts
  - Work with the CEO and the Institute’s staff to prepare and frame the Babbitt Center’s annual objectives in the context of the Institute’s evolving institutional structure and global aspirations
  - Develop a strategic plan of research, courses, programs, pilot/demonstration projects, activities, and publications that supports the Institute’s mission
  - Be available to present to the Board of Directors and Planning & Budget Committee, and prepare related documentation as necessary, regarding the Babbitt Center’s programmatic work
  - Supervise and maintain active/significant involvement in all community of practice, tool development, research, and educational contracts initiated by the Babbitt Center
WHAT YOU’LL NEED

- Doctorate, Juris Doctorate, or Master's degree preferred
- Expert-level subject matter expertise on land and water policy issues and related policy implementation in the Western U.S., and a minimum of 10 years of professional leadership experience on western water policy, including work with municipal governments, other public agencies, NGOs and researchers
- Superior communication, leadership, and presentation skills to act as the public face of the Babbitt Center
- Demonstrated acumen and experience addressing strategic and operational issues when managing initiatives, complex projects, teams, and individuals
- Demonstrated ability and interest in training policymakers, their advisors, and staff
- Demonstrated ability and interest to initiate and negotiate collaborative work with relevant institutions working in the Basin and in other geographies
- Management experience, and extensive track record, leading project teams to successful completion of work
- Excellent critical thinking/problem solving skills and ability to develop new/creative approaches to difficult issues
- Successful track record bringing rigor and best practices to bear in the development of land and water management policy, program implementation, research, and technical work products
- Professional demeanor with positive, collegial, and collaborative leadership skills for multidisciplinary programs
- Task-oriented work ethic, responsiveness to deadlines, and a commonsense approach to moving projects and agendas forward
- Integrity and sound judgment
- Disposition to be based in Phoenix
OUR VALUES

The Lincoln Institute supports a culture of forthright feedback, initiative, cooperation and teamwork, diversity, equity, and inclusion, and accepting responsibility.

COMPENSATION/BENEFITS

The Lincoln Institute maintains compensation at or above competitive levels at comparable nonprofit and educational organizations. This is the result of a combination of a very competitive benefits package, and pay levels targeted at or slightly above prevailing competitive market average. Benefits include a three-times employer contribution towards retirement matching employee contributions up to 15%, health, dental, and vision insurance, and a 100% reimbursement of the health care deductible through a health reimbursement account.

EQUAL OPPORTUNITY EMPLOYER

The Lincoln Institute of Land Policy and August Leadership are dedicated to creating an inclusive work environment and is proud to be an equal opportunity employer. Individuals seeking employment are considered without regards to race, color, religion, national origin, age, sex (including pregnancy, childbirth, or related medical conditions), ancestry, citizenship status, gender identity or expression, genetic information, marital or domestic/civil partnership status, physical or mental disability, sexual orientation, veteran status, or any other characteristic protected by law.
Expressing Interest

August Leadership, a global firm with a leading Social Impact/Non-profit practice has been exclusively retained for this engagement. Leading the search are Nicole Kamaleson and Kristina Kalkman, Partners in the firm. They will be supported by a team of consultants and researchers. To make recommendations or to express your interest, please send an email to babbitt@augustleadership.com

All inquiries and discussions will be considered strictly confidential.

CONTACT INFORMATION

If you are interested in exploring this exciting opportunity, please contact:

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