**Job Description: Executive Director, Adirondack Trail Improvement Society**
The Adirondack Trail Improvement Society (ATIS) seeks an Executive Director, with the possibility of a merged position with the Junior Program Director or Trail Crew Director.  ATIS provides educational & recreational programs for youth ("ATIS Junior Program") & adults ("ATIS Adult Program"), as well as maintains & enhances public hiking trails ("ATIS Trail Crew") in the vicinity of Keene Valley, NY.

Reporting to the ATIS Board of Directors, the Executive Director will provide strategic leadership & will manage day-to-day operations with responsibilities for program development & evaluation for the Jr Program & Trail Crew. The role includes managing 2 part-time program directors who oversee ~20 seasonal summer counselors & ~10 seasonal trail crew members. The Executive Director will cultivate relationships with partner organizations (such as the Adirondack Mountain Reserve/ AMR & the New York State Department of Conservation/ DEC), community organizations & members to advance the organization's mission & impact. Additionally, the role will support Board governance, manage fundraising, provide financial management, & serve as the primary spokesperson of ATIS within the community. For a detailed description of the opportunity & its responsibilities, please visit www.atistrail.org.

Ideal candidates for this position will share our commitment to healthy enjoyment of wild lands, youth development, & preservation of trails, & will bring a variety of experiences & attributes, including:
- Nonprofit Leadership: 7+ years of progressively responsible leadership experience in nonprofit management, with demonstrated success in people management, strategic planning, fundraising, program development, strategic planning, & understanding of nonprofit governance best practices.
- Community Builder: Skilled in cultivating trusting relationships with staff, partners, community organizations, youth participants, members, & donors.
- Visionary Leadership: Ability to provide strategic vision & leadership to advance the organization's mission & impact.
- Program Excellence: Experience in program development & evaluation, emphasizing hands-on participation, staff coaching & development, & dedication to program excellence.
- Financial Management: Demonstrated capability in fundraising, stewarding financial resources, & garnering support for organizational endeavors, with knowledge of nonprofit financial management principles.

The Search Committee acknowledges the need for flexibility in the Executive Director role to meet organizational & community needs. We are open to options such as: a Part-Time Executive Director, a Full-Time Executive Director with Merged Jr Program Director Responsibilities, or a Full-Time Executive Director with Merged Trail Crew Director Responsibilities. Candidates are encouraged to indicate their preferences during the application process. The Executive Director role is based in Keene Valley, NY during the peak season. The salary range for this role is $27,500-$80,000 per year depending on role configuration. Salary is negotiable & based on skills, experience & whether a year-round or seasonal position. Benefits, paid vacation & a relocation allowance are included. Interested candidates should submit a resume, cover letter, 3 professional references & any supporting materials to the following email address: EDsearch@atistrail.org.

The Adirondack Trail Improvement Society is an equal opportunity employer & encourages candidates from all backgrounds to apply. ATIS makes employment decisions based on merit, qualifications, & competence. ATIS prohibits discrimination based on race, color, creed, gender (including transgender, gender identity & gender expression), religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition, pregnancy, genetic information, sexual orientation, or any other consideration made unlawful by federal, state, or local laws.