



## President Reading, PA



**DR*i* Waterstone**  
HUMAN CAPITAL

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# BERKS NATURE



## We believe that nature is essential to our quality of life.

### Mission Statement

Berks Nature is the leading agent for the conservation of the environment in Berks County.

### Vision Statement

Berks Nature is to be a cornerstone of excellence in the stewardship of the environment. Clearly identified with our special mission, we strive to meet the ever-changing needs of the County and to conserve its heritage and essential character.

Our staff, administration and leadership are uniquely qualified and committed to our mission and to helping Berks County embrace conservation at a local community level. We are committed to the creation of significant partnerships that directly support the needs of other local “on the ground” groups. We aspire to have our constituents be active and engaged not only with Berks Nature but also in their local communities.

We provide environmental leadership, direct action, expertise, land use planning, advocacy, research, and education programs in accordance with the natural, historic, social, economic, and technical needs of the county and its many local communities.

Amid modern pressures on the land, we help Berks County maintain a large, healthy, natural environment. We seek to support and encourage rational land use planning and practices throughout the county.

In fulfilling these responsibilities, we challenge and change attitudes yet nurture a strong sense of respect and dignity for diverse disciplines and perspectives. We are recognized for our leadership and accomplishments. The impact of Berks Nature is readily visible – free flowing streams, natural vistas, open space and farmland, clean water, healthy forests and environment.”



The accreditation seal is awarded to land trusts meeting the highest national standards for excellence and conservation permanence.







# 50 Years of Conservation, Education & Community Impact





## PROGRAMS

### Land, Trails & Water Conservation:



- **Land Protection & Stewardship:** Over 7,500 acres preserved and supported for long-term conservation, scenic landscapes, and cultural heritage
- **Trail Management & Greenways:** Ongoing development and maintenance of public trails and preserves, enhancing outdoor access and recreation
- **Water Resource Initiatives:** Engaged in watershed protection, water testing, and community-based water quality programs across multiple local watershed associations

### Education & Youth Development

- **Early Learning – Nature Preschool:** Children spend ~75% of school time outdoors in Angelica Park; curriculum emphasizes inquiry-based learning and nature immersion for preschool-aged children
- **Field Trips, Scouting & Homeschool Programs:** Tailored outdoor and classroom experiences for youth, scout groups, and homeschoolers—covering topics such as wildlife, creeks, photo journaling, geocaching, and ecology

### Eco-Camp & Seasonal Programs:



- **Eco-Camp:** an interactive summer camp serving over 950 children in two locations - The Nature Place and Hamburg
- **Trail Tykes & Family Programs:** Regular themed events for families and young children—e.g. “Turtle Trek,” “Bug Bingo Hike,” “Nature at Night,” “Fishing 101,” and “Sketch, S’mores & Stories.” These programs cater to a range of ages from toddlers to teens and adults.

### Public Engagement & Advocacy:

- **State of the Environment Breakfast:** Annual convening of community leaders, educators, and partners to highlight local environmental issues and conservation strategy
- **Community Events & Outreach:** Host informal gatherings like “Green Drinks,” creek clean-ups, and hikes to foster public awareness and volunteer engagement

### Ambassador & Citizen Science Programs:

- **Berks Nature Ambassadors:** Volunteer-driven initiatives for trail stewardship, educational outreach, and citizen science, including water testing and macroinvertebrate monitoring



## THE OPPORTUNITY



Berks Nature seeks a dynamic, visionary **President** to lead the organization through its next chapter of growth and impact.

The President will serve as the **chief executive and public face of the organization**, providing strategic and operational leadership while championing Berks Nature's mission to connect people with nature and protect the natural resources of Berks County. This leadership role will guide an organization with 35 dedicated team members focused on advancing the organization's mission through land preservation, water protection, trail management, community gardens, education programs, Eco-Camp, and the State of the Environment report.



The ideal candidate brings **at least ten years of executive leadership experience**, preferably in a nonprofit, land trust, or conservation-focused organization that has undergone significant growth or transformation. The candidate will be an **energetic, confident leader** with an approachable, collaborative style and demonstrated skills in strategic decision-making, team development, and board governance.

As a **skilled spokesperson and relationship-builder**, the President will represent Berks Nature to diverse stakeholders, from partner organizations and funders to community leaders and public audiences. Internally, they will foster a culture of trust, learning, and collaboration while promoting staff development and organizational sustainability.

The successful candidate will demonstrate executive presence with the ability to **inspire, motivate, and engage** across diverse audiences. They will have a proven track record in management and will be a confident public speaker capable of serving as an effective external advocate for the organization.



The candidate will be skilled in financial and technology matters and bring strong **strategic thinking** and an **entrepreneurial mindset** to their work. Additionally, the candidate will have experience navigating organizational change, growth, and board partnerships.

Familiarity with conservation, land use, or environmental education is preferred but not required. Knowledge of Berks County or Pennsylvania's environmental landscape is also preferred, but not required.





## QUALIFICATIONS



- ❖ Minimum ten years' management experience, preferably in a nonprofit setting;
- ❖ Experience leading, managing, and developing teams;
- ❖ Demonstrated knowledge of the field and success in planning and administration of programs, including educational programs, outreach, land protection, and environmental restoration;
- ❖ Strong verbal and written communication skills with experience serving as an organization's spokesperson;
- ❖ Robust financial and technology literacy;
- ❖ Ability to manage multiple projects independently and effectively;
- ❖ Proven success with fundraising and development; grant-writing experience is highly desirable;
- ❖ Strong entrepreneurial mindset and track record of problem-solving and negotiation skills;
- ❖ A successful track record of developing partnerships with organizations and community stakeholders;
- ❖ Bachelor's degree in a related field;
- ❖ Act 33 (child abuse), 34 (criminal history), 151 and 114 (FBI background) clearances or ability to obtain them;
- ❖ Experience in organizational governance and working with a volunteer board of directors is preferred.





## RESPONSIBILITIES AND SCOPE



- ❖ Provides leadership and management of the organization. Including operations, finance, fundraising & development, continuous improvement, and strategic planning;
- ❖ Works directly with the Board of Directors on strategy and vision;
- ❖ Oversees the development and implementation of goals and budgets. Oversees the overall operations, comparing results with established objectives;
- ❖ Monitors and improves performance;
- ❖ Raise funds and attract revenue;
- ❖ Participates in state and regional initiatives and efforts to keep abreast of the environmental education, land protection, and conservation fields;
- ❖ Be a visible member of community leadership, networks in the local, regional, and statewide communities;
- ❖ Serve as corporate officer at the direction of the Board of Directors and participate and assist in the facilitation of all board and committee meetings and activities;
- ❖ Serve as the organization's spokesperson and develop communication systems for constituents – employees, board, volunteers, and community.







**To learn more and apply, please visit:**  
**<https://driwaterstonehc.com/position/president-berks-nature>**

**Compensation: \$140K - \$160K**

**Location:** Reading, PA

**Equal Opportunity Employer:**

Berks Nature is committed to a policy of equal employment opportunity. We celebrate diversity and are committed to creating an inclusive environment for all employees and applicants. All aspects of employment are governed and administered on the basis of merit, qualifications, and competence and are not influenced or in any manner affected by race, color, age, sexual preference, national origin, ancestry, religion, disability, marital status, or any other classification protected by law.

*Just like it takes a diversity of species to make our natural environment thrive, Berks Nature recognizes that having a culture of inclusion where all individuals feel respected and are treated fairly will bring us a power of talent to do our work and engage others in the love for and protection of nature. Accordingly, it is Berks Nature's goal to be intentional and inclusive in the involvement, engagement, and empowerment of all groups of people within our community to help Berks Nature achieve its mission. Berks Nature will take the broadest possible view of diversity in order to attract, develop, engage and retain people from all walks of life and backgrounds in our work. Berks Nature endeavors to not see any species become extinct. So too, we desire not to neglect or exclude any audience from our work.*

**About DRiWaterstone**

DRiWaterstone is a boutique executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.