

Job posting



Michigan Executive Director & Midwest Partner



Manistee Pines © Aubry Healy/TNC Photo Contest 2021

The Nature Conservancy (TNC) is a global environmental nonprofit working to conserve the lands and waters on which all life depends. As a science-based organization, we design innovative, on-the-ground solutions to the world's toughest environmental challenges to create a world in which people and nature thrive.

Founded in the U.S. through grassroots action in 1951, TNC has grown to become one of the world's most effective and wide-reaching environmental organizations. With more than 1 million members, a network of volunteer trustee leaders, dedicated staff, and over 1,000 scientists, we drive conservation impact across all 50 states and more than 70 countries and territories.

Overview of the region & scope

Michigan sits at the center of one of the most important freshwater systems in the world, bordered by four of the five Great Lakes and defined by vast forests, coastal wetlands, and globally significant biodiversity. The state's landscapes are not only ecologically rich but also foundational to regional economies, community identity, and long-term climate resilience.

What differentiates Michigan within the conservation landscape is both scale and influence. With unmatched access to freshwater systems, strong public-private partnerships, and a deep history of conservation leadership, Michigan serves as a proving ground for solutions that can be scaled across the Midwest and beyond.

As part of TNC's Midwest Division—which includes Illinois, Indiana, Michigan, Ohio, and Wisconsin—The Nature Conservancy's Michigan team advances work that is both locally rooted and globally relevant, aligned to TNC's 2030 goals. These efforts span large-scale land protection and freshwater restoration to policy influence and innovative governance models. In these ways, TNC in Michigan influences conservation outcomes across the Great Lakes region—linking land, water, climate, and communities in one of the most strategically important conservation regions in the world.

Position overview

TNC seeks a strong, innovative Michigan Executive Director and Midwest Partner to lead conservation, fundraising, and organizational impact across the state. This is a highly visible leadership role responsible for advancing Michigan's conservation strategy while contributing to broader Midwest and global priorities.

With an operating budget of approximately \$9.1 million and a team of 46 staff, the Michigan program offers meaningful scale and opportunity. This role is also directly tied to the success of a coordinated Midwest fundraising campaign, where the Executive Director plays a key role in cultivating high-level donors and contributing to shared divisional revenue growth priorities.

Why TNC Michigan

Michigan offers a uniquely powerful platform for conservation impact. The state combines globally significant freshwater resources, expansive forest systems, and strong civic and philanthropic engagement—creating conditions where conservation solutions can be developed, tested, and scaled.

The Executive Director serves as the primary spokesperson for TNC in Michigan, engaging donors, trustees, policymakers, community leaders, and partners to advance the organization's mission. They lead a multidisciplinary team, set strategic direction, and align resources to drive conservation outcomes and fundraising success.

This includes contributing to a Division-wide effort to grow transformational giving, expand major and principal gift pipelines, and increase flexible funding aligned to high-impact conservation priorities.

- System-level impact in freshwater conservation
- Scale and connectivity of conservation efforts
- Innovative partnership and governance models
- Strong alignment to Midwest and global priorities
- Credibility and influence across sectors

Spotlight: The Great Lakes & Keweenaw

Rising from Lake Superior, the Keweenaw Peninsula remains one of the most intact forest and freshwater landscapes in the central U.S., providing habitat for gray wolves, black bears, bobcats and migratory birds. In 2022, TNC acquired more than 32,000 acres that connect conservation lands across the Keweenaw Heartlands. The project is supporting sustainable forestry, expanding public access, strengthening rural economies, and establishing a replicable model for community-centered conservation.

Keweenaw shoreline at dawn © Ron Leonetti



What you'll bring

Core experience

Bachelor's degree and approximately 7–10+ years of leadership experience; proven ability to lead multidisciplinary teams; demonstrated fundraising success.

Leadership & management

Experience setting strategy, managing performance, strong fiscal oversight, and ability to develop high-performing teams.

External engagement & influence

Exceptional communication; experience engaging donors, boards, and partners; credibility across state and national levels.

Capabilities & attributes

Strategic mindset, high emotional intelligence, strong judgment, and adaptability in complex environments.

What success looks like

Success in this role is defined by measurable conservation outcomes, sustained fundraising growth, and a strong, healthy organizational culture.

The Michigan Executive Director builds trust with partners, communities, colleagues, strengthens TNC's visibility and influence, and ensures the program is positioned for long-term impact—locally, regionally, and globally.

Success also includes strengthening Michigan's contribution to a coordinated Midwest campaign designed to grow transformational gifts, expand donor pipelines, and increase flexible funding aligned to high-impact conservation opportunities across the region.

How to apply

To apply visit <https://careers.tnc.org> and enter **JR103442** at the top and submit your cover letter and resume or apply directly [HERE](#). The position will remain open until filled. Need help applying? Visit our recruitment page or contact applyhelp@tnc.org.

Contact with questions or referrals

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The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is [guided by our values](#), which includes a commitment to diversity and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life [#insideTNC](#). Want to know more? Check out our [TNC Talent playlist on YouTube](#) to hear stories from staff or visit [Glassdoor](#).

The successful applicant must meet the requirements of The Nature Conservancy's background screening process. Do you have military experience? Visit our U.S. Military Skills Translator to match your military experience with our current job openings!

Autumn at Wilderness Lakes Reserve in Baraga County, Upper Peninsula of Michigan. © Dietrich Ludwig

