Appointment of Director

The Bombay Natural History Society (BNHS) seeks to appoint a Director to establish and grow the organisation, build its brand and demonstrate its value proposition as the focal point for conservation action based on research in India. The Director will execute the BNHS’ strategy, oversee financial management, and represent the BNHS to its members and the wider public. The Director will report to the BNHS Governing Council.

Reporting to the Governing Council, the Director will have overall strategic and operational responsibility for BNHS’ staff, programs, expansion, and execution of its mission. The Director will possess and help develop for staff and members deep knowledge of field, core programs, operations, and business plans.

The BNHS needs a movement builder and an integrator, who translates high-level vision into actionable strategy to generate consensus through participatory leadership. The Director will need to think beyond current orthodoxies, challenging conventional wisdom with approaches and narratives that address diverse constituencies’ objectives. We are in search of an individual of high integrity to bring passion to the BNHS’s mission and stimulate collective action for research-based conservation in India. Focus and persistence to execute this mission amidst uncertainty in complex ecosystems will be a key quality.

Responsibilities

Ongoing Strategic Leadership

- Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals.
- Actively engage, knit and energise BNHS members, volunteers, Governing Council members, event committees, alumni, partnering organizations, and funders.
- Support the Governing Council; serve as ex-officio of each committee; encourage and facilitate GC involvement for strategic policy directions at the local, national, and international level.
- Manage, and cultivate a high-performance, to build an innovative culture within the BNHS team and consolidate its organizational structure.
- Lead, coach, develop, and help retain BNHS’ senior team
- Ensure effective systems to track scaling progress, and regularly evaluate program components, to measure successes that can be effectively communicated to the GC, donors, and other existing and potential constituencies.
- Serve as the public face of the BNHS, cultivating key relationships, representing the BNHS in relevant networks, events, and the media, enhance the BNHS’ credibility and strength through strategic partnerships and communications staff.
Hire, manage, and cultivate a high-performance, innovative culture among a growing BNHS team and organizational structure.

Work towards enhancing BNHS’ membership.

Fundraising & Communications:

- **Develop and steward BNHS’ financial strategy**, including conceptualising and executing a fundraising framework and action plans for donor acquisition, overseeing budget management, approving financial reports, presenting quarterly updates to the GC
- Deepen and refine all aspects of communications—from web presence to external relations to create public opinion in favour of BNHS’ science-based and citizen science-based conservation.
- Build on and expand relationships with organisations to garner new opportunities.

Research & Conservation:

- Establish a local and national presence that publishes and communicates projects and campaign results as a model for regional and national replication.
- Ensure that the Research done by the BNHS leads to Conservation Action on the ground.

Qualifications

The Director will be totally committed to BNHS’ mission. All candidates should have proven leadership and relationship management experience.

Weightage would be given to:

- Advanced degree, ideally a PhD with at least 15 years of senior management experience
- Unwavering commitment to quality programs and data-driven program evaluation
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- Past success working with a Board of Directors/Council with the ability to knit, and work in consonance with, the BNHS Governing Council.
- Strong marketing, public relations, and fundraising experience to engage a wide range of stakeholders and cultures
- Strong written and verbal communication skills; a persuasive and passionate speaker with excellent interpersonal and multidisciplinary project skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach
• Ability to work effectively in collaboration with diverse groups of people
• Demonstrable expertise in managing political and operational risks, and detecting conflicts of interest to maintain the highest standards of ethics
• Compelling public leadership and presence, including speaking and/or leading events, publishing views in media or other publications, etc.
• Passion, idealism, integrity, positive attitude, mission-driven, and self-directed
• Should have been part of government committees at both national and state level.
• Should have a track record of published papers in reputed, peer reviewed, national/international scientific journals.

PHYSICAL / MEDICAL FITNESS

The job requires frequent travel to remote locations and requires the candidate to be physically active and medically fit.

AGE LIMIT

Preferably less than 55 years.

Terms of Employment

• **Location:** This position is based in Mumbai.
• **Details:** This is a full-time position.
• **Remuneration:** Salary will be commensurate with experience. The Director will be provided with a rent free 2BHK apartment in Chembur in Mumbai, with a car and chauffer.

To apply

Please submit the following via email to secretary@bnhs.org

• A brief letter stating interest and qualifications for the position
• A resume detailing work experience, education, qualifications and contact information (name, email, phone) for at least one professional reference
• Current position held with three references
President:
Bittu Sahgal

Timeline

Prospective candidates are encouraged to apply as soon as possible and will be interviewed on a rolling basis. Only shortlisted candidates will be contacted.

All applications will be kept confidential.

Please note that we will not be able to consider applications received after 25\textsuperscript{th} July 2020.

Debi Goenka
Honorary Secretary
Bombay Natural History Society

secretary@bnhs.org