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 BNHS representation in the academic sector, judicial institutions, media houses, policy bodies, Government institutions, foreign funding and policy agencies
- 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.
President
Praveen Pardeshi (I.A.S. Retd)

- 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 print and electronic media presence, 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.

Preference or weightage would be given to leadership and management experience in the areas listed below:

However not having all the desired experiences listed below will not be a bar to shortlisting the candidate.

- Advanced degree, ideally a Ph.D. with at least 15 years of senior management experience or PG from a very reputed foreign University in Biology/ wildlife/ conservation with 20 years of NGO management/government agencies
- Minimum 5-year experience of working at policy-level bodies like the Standing Committee NBWL, National Biodiversity Authority or 10 years of experience at the SBWL, State Biodiversity Board, or Regional Empowered Committee (REC)
- Minimum 10 years of leadership experience in NGO or public or Government organisation related to Biodiversity conservation and research
- Knowledge of environmental laws, the experience of High Court and Supreme Court committees
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- Experience of University Committees like the Senate, Management Council, and Academic Committees
- 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.
- **Duration:** The term of appointment will be for three years, extendable upon performance appraisal.
- **Remuneration:** Salary will be around Rs. 2 Lakh per month. The Director will be provided with a rent-free 2BHK apartment in Chembur in Mumbai, with a car and chauffeur.

To apply

Please submit the following via email to cv.hr@bnhs.org
President
Praveen Pardeshi (I.A.S. Retd)

- 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

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 28th July 2023. The deadline will be extended if not received sufficient, and good applications.

Aaisha Khan
HR Executive
Bombay Natural History Society

hr@bnhs.org