



KORN FERRY



Position Specification
President

2024-2025

Position	President
Organization	League of Conservation Voters (LCV) & League of Conservation Voters Education Fund (LCVEF)
Location	Washington, DC preferred, with regular travel
Reporting Relationship	LCV Board of Directors & LCVEF Board of Directors
Website	https://www.lcv.org/

The League of Conservation Voters (LCV) and the League of Conservation Voters Education Fund (LCVEF), in partnership with the Conservation Voters Movement (CVM) and 30 state affiliates, have built an essential and irreplaceable advocacy organization fueling a growing national movement and driving the change needed to address the climate crisis, protect our democracy, our environment and the future. State by state, race by race, LCV’s capacity to build power and deliver results is perennially recognized by political leaders in the White House, the Congress, and state capitols across the nation. In the face of forces aligned to deny the reality of climate change and threaten our democracy, LCV and LCVEF stand in their way to demand urgently needed climate progress and just and equitable solutions for the American people.

THE OPPORTUNITY

For more than 50 years, the League of Conservation Voters (LCV) and the League of Conservation Voters Education Fund (LCVEF) have been formidable forces in the fight to protect our planet and everyone who inhabits it. Now, after 18 years of consequential, effective leadership, our current President, Gene Karpinski, has announced his decision to step down. LCV and LCVEF are embarking on a leadership transition, set to culminate in the appointment of a new President in Spring 2025.

Stepping into the helm of one of the country’s most important environmental groups during an unprecedented time in our history in which we face a global climate crisis and real threats to democracy, the incoming President will inherit a rich legacy of achievements that span decades. LCV, joined by the Conservation Voters Movement and its more than 30 state affiliates, are leading climate and democracy organizations shaping policy through electoral engagement. The Boards are seeking a dynamic visionary to propel these powerful organizations forward.

This is a truly exciting and critical opportunity to build upon the immense power LCV has built over decades and continue to amplify its impact as a preeminent and vital organization. The next President will navigate a complex political landscape, defending existing policies and advancing climate progress to safeguard people and the planet for the long term. The President will provide strategic leadership and vision for LCV and LCVEF, and make even greater strides to tackle the climate crisis, confront environmental injustice, and strengthen our democracy. The President will inspire and motivate diverse audiences, live out the mission and values of LCV and LCVEF, and exhibit a deep commitment to impact at the intersection of climate, the environment, democracy, and racial justice and equity.

THE ORGANIZATIONS

The [League of Conservation Voters](#), a tax-exempt 501(c)(4) organization, is a national environmental nonprofit that builds political power to protect people and the planet.

LCV envisions a world in which tackling the climate crisis and strengthening our democracy leads to cleaner and healthier communities, good, well-paying jobs, and a more just, equitable, and sustainable planet for all. LCV works closely with partners in the environment, labor, environmental justice, and broader progressive movements to ensure that the policies we advocate for will benefit workers, communities of color, and low-wealth communities on the front lines of pollution and climate change.

LCV recognizes that addressing the consequences of climate change and the strength of our democracy are interlinked, and our nation's biggest environmental challenges require political solutions. To address these interconnected challenges, LCV influences policy by electing candidates who share our values, working with and holding elected officials accountable (including via the National Environmental Scorecard), mobilizing, organizing, and building grassroots power in communities, and partnering with and supporting our state affiliates. Guiding and motivating our actions are LCV's values – accountability, anti-racism, community, innovation, learning, and sustainability – which shape every decision across our organization. Fundamental to these values is our commitment to advancing racial justice and equity in all of our work, including in our external climate, democracy, and electoral work, as well as in our internal policies, practices, and structures.

LCV's sister organization, [LCV Education Fund](#), a tax-exempt 501(c)(3) organization, similarly works to address the interconnected threats to our environment and democracy by expanding voter participation, advocating for policy change, engaging in public education, mobilizing, organizing, and building grassroots power in communities, and partnering with and supporting our state affiliates.

BACKGROUND

Under the leadership of the current President, LCV has expanded our policy, grassroots, and political operations; helped create a [Conservation Voters Movement](#) in partnership with our state affiliates; significantly grown our fundraising and donor base; and is working to become an anti-racist organization that centers racial justice and equity in everything we do. LCV, in partnership with our state affiliates, plays a central role in securing passage of important federal legislation including most recently the Inflation Reduction Act, the most significant climate legislation ever adopted by the US. LCV and its affiliated political entities also lead the environmental community in the endorsement of political candidates and investments in electoral strategies in support of those candidates. In the 2021-2022 election cycle, LCV's connected PAC, [LCV Action Fund](#), endorsed 181 federal candidates; [LCV Victory Fund](#) and affiliated entities invested over \$100 million, knocked on the doors of over two million voters, and ran 200 ads to help defeat 10 of the 12 anti-environment candidates named to our signature "Dirty Dozen" list.

Similarly, LCV Education Fund has greatly expanded its public education efforts around combating climate change and fostering democracy, and in supporting the growth of the CVM. Our nonpartisan civic engagement programs have made LCVEF the leading environmental group working to encourage underrepresented communities to participate in elections.



The combined budgets of LCVEF and LCV (and its affiliated political entities) was \$117 million in 2022, \$101 million in 2023, and is projected to be nearly \$200 million in 2024. Additionally, LCV Victory Fund, LCV's connected federal super PAC, founded and operates the GiveGreen platform in partnership with NRDC Action Votes. GiveGreen is the biggest single-issue progressive candidate fundraising platform and has raised over \$42.5 million during the current cycle and over \$150 million during its lifetime.

LCV and LCVEF currently employ about 175 staff and are proud to have a unionized workforce represented by Washington-Baltimore News Guild Local 32035 - CWA.

WHAT YOU'LL DO

The President will exercise and grow the power of LCV and LCVEF and the Conservation Voters Movement to tackle the climate crisis and ensure a strong democracy through elections, advocacy efforts, and expanded funding. They will collaborate with internal and external stakeholders including national organizations, unions, office holders at the highest levels, and the more than 30 state affiliates in the Conservation Voters Movement. The President's work will be grounded in a commitment to racial justice and equity.

The President will report to and engage with a dynamic board, ensuring transparency and support for governance functions. The President will lead a passionate and high-performing executive team in a fast-paced, supportive, and inclusive environment.

The President is responsible for overseeing LCV and LCVEF operations and financial performance, actively fundraising and ensuring sufficient and sound funding for the mission and goals of the organizations, and supervising budget development, as well as compliance with all applicable laws, regulations, and standards.

Drive Future-Ready Organizational Strategy

- Set clear, ambitious, and achievable short- and long-term programmatic and operational goals.
- Increase focus on organizing and building grassroots resources and members, and grow the Conservation Voters Movement and state organizations, leaning into policy making, and boldly holding elected officials accountable.
- Continue to grow LCV's role in electing climate and democracy champions.
- Advance the policy agenda through legislative and executive action, and continue to amplify the impact of LCV's advocacy efforts.
- Anticipate future challenges and determine innovative strategies, performance indicators, and accountability measures for long-term success.
- In collaboration with the LCV and LCVEF Boards, and the executive team, lead the next round of strategic planning to accomplish the organizations' goals.

Steward Donor Relations & Diversification

- Lead fundraising and donor relations for LCV and LCVEF, including developing strong personal, one-on-one relationships with top current and prospective donors.
- Expand and diversify donor base, including developing long-term strategies to expand small and mid-donor base.
- Strengthen relationships with existing donors and focus on engagement and retention.
- Ensure development efforts are operating strategically and proactively.

Champion Organizational Culture

- Continue to promote a healthy and engaged internal culture built on trust, nimbleness, and collaboration.
- Foster an inclusive and collaborative work environment that supports strong retention

- and multigenerational engagement.
- Continue commitment to racial justice and equity as a strategic and foundational imperative.

WHO YOU ARE

The successful candidate will be a collaborative, strategic, and visionary leader with compelling presence, credibility, and integrity. This individual will be passionate about the mission and vision of LCV and LCVEF, and deeply committed to addressing the climate crisis and preserving a strong democracy. The new President will bring an inspirational style with exceptional relationship-building, fundraising, and advocacy skills.

Additional ideal qualifications include:

- Expertise and knowledge in electoral politics, climate policy, and democracy.
- Significant executive leadership and organizational management experience, preferably in a nonprofit or within an organization or department of similar scale and complexity, with sound oversight for operations and financial management.
- Excellent communication skills with an ability to passionately engage others. Experience serving as a spokesperson, appearing before television, radio and large in-person audiences, and a sophisticated approach to leveraging social media.
- Proven experience building effective and meaningful partnerships and coalitions.
- A fundraising track record or other experience demonstrating an aptitude to generate and mobilize significant resources from a variety of sources.
- Proven ability to review and oversee complex, multi-entity financial and legal operations, ensuring high performance standards and compliance with organizational policies, applicable laws, and regulations.
- Spirit of a change agent, eagerness to tackle challenging and complex problems with innovative solutions, diplomacy, and advocacy.
- Empowering leadership style with an ability to mentor, develop, and delegate. A successful track record of motivating and retaining a high-performing team, while ensuring accountability.
- Demonstrated competency in racial justice and equity work, including awareness of how one's life experiences influence one's personal attitudes, biases, and assumptions.
- Demonstrated commitment to continuous learning and ability to successfully deliver culturally responsive services. Commitment to equity and inclusion as organizational practice and culture. Understanding of how environmental issues intersect with racism, and economic and social inequality in the U.S., and a passion for working to dismantle these systems.

COMPENSATION

LCV offers a comprehensive and competitive benefits package that includes vacation, sick and parental leave, personal days, paid holidays, health insurance, dental and vision insurance, life and disability insurance, Flexible Spending Account, 401(k) retirement plan with employer matching contribution, commuter benefits program, sabbatical, and student loan assistance.

Anticipated compensation range: \$450,000-\$550,000

We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

How To Apply

To apply, please include your resume addressed to the Korn Ferry team at LCV@KornFerry.com for consideration.

LCV is an Equal Opportunity Employer committed to a racially just, equitable and inclusive workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity, national origin, veteran status, or genetic information, or any other protected status. LCV is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. If you require reasonable accommodation to participate in this selection process, please contact: LCV@KornFerry.com