



**Organization:** Waterloo Greenway Conservancy | [www.waterloogreenway.org](http://www.waterloogreenway.org)

**Job Title:** Chief Executive Officer

**Location:** Austin, Texas

**Reports to:** Board of Directors

**Compensation:** Nationally competitive salary and benefits package

### **About Waterloo Greenway Conservancy**

Waterloo Greenway Conservancy is the non-profit organization leading the creation and operation of the Waterloo Greenway, a 1.5-mile park system in Austin, Texas. Once complete, the 35 acres of connected green space will be home to an array of natural and cultural destinations amid epic gardens, rolling pathways, world-class art installations, and a twinkling Waller Creek that links them through the downtown business district.

The northern-most section of the park system opened in 2021 and includes the Moody Amphitheater performance venue. The southern-most section, known as the Confluence, is scheduled to open in 2025. Planning and design for the remaining sections is underway.

Waterloo Greenway acknowledges its role and responsibility for building equity. As a community-based organization, it is committed to intentional policies and practices that further justice and fairness and ensure all communities have meaningful access to all it does within the park, including workforce opportunities, programmatic engagement, and community and corporate partnerships. Founded on the bedrock of great design, the Greenway connects people with nature and one another, and is an enduring, beloved, and vital green artery that serves as a model for sustainable urban life.

### **Role Overview**

Waterloo Greenway Conservancy's Chief Executive Officer (CEO) leads implementation of the strategic vision, direction, and activities of the organization, ensuring Waterloo Greenway is a sustainable business and is a welcoming and accessible resource.

The CEO plays a vital role in fundraising and revenue generation, and is responsible for developing a business model, staff and culture that delivers consistent high performance to ensure the vision is fully constructed, funded, maintained, operated and programmed at a level commensurate with their world-class design and to partner with the City of Austin to complete the remaining sections of the park on schedule and within budget.

The CEO serves as the Conservancy's primary ambassador to the communities of Austin, elected and appointed officials, funders, and a wide range of engaged and passionate stakeholder groups and strategic partners.



### **Specific Responsibilities Include**

- Partnering effectively with the Board of Directors to define and execute on the Conservancy's strategic vision, and developing the operating model, plans, processes, staff structure, budgets, and timelines to realize that vision
- Providing visionary leadership in fundraising efforts, collaborating with the Board and development team to build robust strategies that secure operating and capital funding, ensuring the organization's long-term financial resilience and sustainability
- Developing strategies that maximize the potential of the park's revenue-generating opportunities while balancing the needs for community access
- Establishing and maintaining positive and fruitful relationships with local residents, businesses, government officials, and community partners
- Serving as a primary ambassador and spokesperson representing the Conservancy locally, nationally, and internationally with the goal of establishing the Greenway as an important cultural and community resource
- Creating a culture of trust, transparency, and communication across the Board, staff, strategic partners and the community

### **Requirements**

- 7 - 10 years of C-suite experience
- Track record of building, developing and leading a large and diverse staff, and building a successful, high performance organization
- Strong interpersonal and leadership skills — decisive, confident, and humane — with a high degree of emotional intelligence to help channel creative energies, support new initiatives, respond to local concerns, and interact with an influential and committed Board
- Ability to cultivate effective relationships with a wide variety of stakeholders (community members, government officials, donors, corporate sponsors, media, etc.)
- Innovative and entrepreneurial spirit and an impeccable reputation for integrity
- Commitment to equity and social justice, and a nuanced understanding of the ways in which the organization's work intersect with race, class, and equity

### **To Apply**

Waterloo Greenway Conservancy has engaged the services of Weaver Philanthropic Strategies for the management of this search. To apply, please submit a cover letter and resume to Jessica Weaver: [jessica@weaverstrategies.net](mailto:jessica@weaverstrategies.net) with "Waterloo CEO" in the subject line.

Waterloo Greenway strongly supports equal employment opportunity for all applicants regardless of race, color, religion, sex, gender identity, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, genetic information, or any other characteristic protected by state or federal law.