
Executive Director

A Community Green Space Ready for Its Next Chapter

The Exploration Green Conservancy (EGC) is responsible for the stewardship and long-term development of a 200-acre urban green space in the Houston Clear Lake area that is proof a former golf course can become a thriving habitat, a flood protection system, and a place where people connect with nature.

With more than 1,000 native species, wetlands, and stormwater infrastructure that protects surrounding neighborhoods, Exploration Green is both a conservation success story and a community asset. It is a proven “outdoor classroom” with the potential for even greater educational impact.

Now, with construction complete and its Board-approved strategic plan in place, EGC is entering a new chapter.

We are seeking our **first Executive Director** to help lead that transition, someone who brings **hustle and heart** to guide Exploration Green into its future.

About Exploration Green Conservancy

EGC’s mission is simple and powerful: ***Nurturing Exploration Green as a natural space where wildlife and people thrive.***

Our work is grounded in five core values:

- Ecological stewardship
- Education
- The power of volunteers
- Coexistence with nature
- Equitable access

Looking ahead, EGC’s goal is ambitious: ***By 2029, EGC will engage ten times as many people annually as it does today as a premier, neighborhood-based, living classroom and restored habitat.***

The Opportunity

This is a builder's role.

The inaugural Executive Director will help transform EGC from a successful, all-volunteer organization into a more structured, sustainable, and visible conservancy without losing the spirit of community that made it successful in the first place.

You will be stepping into a living system which includes:

- A deeply engaged volunteer community
- An active, thoughtful board
- Strong institutional partners
- A park utilized daily by the surrounding community

Success in this role means:

- More people meaningfully connecting with Exploration Green
- Stronger systems to support volunteers, programs, and operations
- Increased visibility and support across the Greater Houston region
- A growing and sustainable funding base

Key Responsibilities

This role centers on a few interconnected areas of leadership.

Organizational Leadership & Strategy

- Partner with the board to implement EGC's five-year Strategic Plan and associated priorities
- Build organizational structure, systems, and processes that support long-term sustainability
- Serve as the primary face of EGC

Fundraising & Financial Sustainability

- Work with the board to expand fundraising capacity and culture
- Grow and diversify funding through individual, corporate, and foundation support
- Strengthen donor relationships and stewardship practices

Community Engagement & Programs

- Expand educational, interpretive, and community programming
- Strengthen EGC's role as a "living classroom" for all ages
- Build partnerships with local schools, organizations, and community groups

Marketing & Visibility

- Help EGC grow beyond a “best kept secret” into a recognized regional asset and model for green infrastructure
- Guide development of clear, consistent messaging and outreach strategies
- Increase awareness, participation, and community connection

Volunteer & Operations Development

- Support and grow a strong volunteer culture and structure
- Establish systems for volunteer recruitment, training, and communication
- Work with partners, including Clear Lake City Water Authority, on site-related needs

Who We’re Looking For

We’re looking for someone who is ready to build something meaningful. The ideal candidate brings:

- A bachelor’s degree (field flexible)
- Previous work in nonprofit leadership or management (e.g., executive director, program director, development director, or similar role)
- History of working with or alongside boards
- Experience engaging, managing, or participating in volunteer programs
- Project management experience, from conception to delivery
- Demonstrated success in fundraising through grants, campaigns, special events, etc.

And just as importantly:

- Collaborative leadership; comfortable with an engaged and opinionated community
- Strong organizational instincts and the ability to manage multiple moving pieces
- Comfort with both strategy *and* hands-on execution
- A genuine connection to the mission of conservation, community, and green spaces
- Flexibility to fulfill multiple roles and responsibilities while the organization grows, and delegate those tasks to other stakeholders as EGC matures

Important Considerations

This is a **highly engaged, community-based role**:

- The Executive Director will be expected to be regularly present at Exploration Green; you may work from home when not on site
- Reasonable proximity to Exploration Green is a must
- Work hours will vary and include some evenings and weekends depending on program and event schedules

Compensation

- Salary range: **\$65,000 - \$75,000** in the first year, with opportunity for growth as the Executive Director works with the Board of Directors to expand EGC's fundraising capacity

The Board of Directors is committed to supporting a healthy and sustainable work environment, with anticipated offerings including:

- Paid time off
- Flexible scheduling to accommodate evening and weekend programming
- Potential retirement and health-related benefits as capacity grows

Additional details will be shared and discussed with candidates as part of the hiring process.

Why This Role Matters

Today, Exploration Green stands as a functioning ecosystem and a valued community hub, but its story remains unfinished. The hard work of building the park – restoring habitat, shaping the land, and growing a committed volunteer base – is essentially complete. What comes next is different.

The next chapter will be about connecting more people to this place, building the systems that sustain it, and making sure its value is understood well beyond the surrounding neighborhoods.

This role calls for someone who can step into that moment; someone who sees both what has been built and what is still possible and is ready to help bridge the gap between the two.

Our first Executive Director will play a central role in shaping this next chapter.

How to Apply

Submit a cover letter and resume to EDsearch@explorationgreen.org no later than **5:00 p.m. on Friday, August 14, 2026**. Please direct any questions you may have about this position or job posting to the above email address. If you would like to speak with us, please include your phone number and a good time to call.