



Position Announcement: Director of Sustainable Tourism

Leave No Trace seeks a dynamic, visionary, highly collaborative Director of Sustainable Tourism and Partnerships to join our team. We want to hear from you if you're ready to make a tangible difference in the conservation world while enjoying a flexible work environment and competitive compensation package.

As an employee, you'll spearhead initiatives to engage destination management organizations using Leave No Trace education and guidelines to inform best tourism sustainability practices worldwide. From crafting innovative sustainable tourism strategies to fostering key relationships with stakeholders, your role will be instrumental in shaping the future of outdoor stewardship in the tourism space.

Join us in our mission to leave a lasting legacy of environmental conservation for generations to come. Apply now and join our dedicated team in the scenic Denver, CO, area!

Position Title: Director of Sustainable Tourism and Partnerships
FLSA Status: Full Time (40 hours/week), Exempt

Leave No Trace headquarters are in Boulder, CO. A hybrid work environment is offered that will require workdays from the Boulder office.

The position's primary role is strategically developing and managing the Leave No Trace Tourism Program to engage destination management organizations with Leave No Trace's responsible visitation messaging and associated products and services. Responsibilities will incorporate the activities and duties outlined below.

DUTIES AND RESPONSIBILITIES

- Actively and consistently lead new business conversations and collaborate with team members to structure and win new business. This includes developing and managing a diverse external professional network, prospecting new business opportunities, participating in proposal development, establishing licensing agreements, closing and contracting new projects, and supporting the organization's marketing efforts.
- Travel and speak at key high-profile events, including partner and industry gatherings, providing keynotes, breakout sessions, and panel discussions.
- Research, develop, and implement sustainable tourism strategies, facilitating the program's continued growth to reach a larger and more diverse audience.
- Coach team members and support the organization's leaders in overseeing multiple highly complex projects.

- Work with select Tourism partners as project lead, including their internal strategic planning, operational planning, and implementation.
- Through your partner work, find opportunities to advance further and establish Leave No Trace's product and service offerings.
- Monitor and evaluate program effectiveness and success; conduct periodic reviews and evaluations and capture success metrics of Tourism Program efforts.
- Acts as an ambassador for Leave No Trace, fostering relationships with key rightsholders and stakeholders to increase the effectiveness of programs.
- Serve on external advisory boards or committee assignments where Leave No Trace's voice pushes the progress of destination stewardship and responsible visitation.

Qualifications:

- Bachelor's degree required.
- 5-8 years of experience as a mid-level leader or decision-maker in the travel and tourism industry and/or management consultant with a background in sustainable tourism.
- High-level understanding of sustainable tourism and destination stewardship.
- High-level understanding of Leave No Trace's education ecosystem, including the Seven Principles of Leave No Trace.
- High-level understanding of destination marketing organizational structures, funding sources, and strategic cycles.
- High level of organizational and communication skills.
- Thought leader with experience in strategy development, change leadership, and continuous improvement methodologies.

Preferred Experience:

- Respected and well-liked leader of people, teams, and complex education consulting partnerships.
- Track record of developing relationships with Native Nations and Native Communities.
- Track record of consistently selling and successfully delivering complex education consulting products and services.

Position Conditions: This position may require lifting up to 35 lbs with reasonable accommodation available.

Compensation: \$80,000 - \$95,000 annually and will be negotiated based on commensurate skills and experience. A flexible schedule and a good work/life balance are part of the culture of this award-winning organization. Excellent 100% covered health insurance, 3% match on retirement after the first year of employment, and ten (10) days PTO + 6 sick/personal leave days, bumping to fifteen (15) PTO days after the first year of employment, and organization-wide half-day Fridays are included in the compensation package. After the first year of employment, this position is eligible to work up to three (3) months per year from fully remote locations.

Application Process and Timelines: Please submit a resume and cover letter to Careers@LNT.org with the position title in the subject line. We will interview top candidates as resumes are received, and we look to hire quickly. As such, please tell us in your cover letter when you would be available to start. We, of course, will be flexible for the right candidate!

Using the power of science, education, and stewardship, Leave No Trace is on a mission to ensure a sustainable future for the outdoors and the planet. Founded in 1994, Leave No Trace is a global movement of people and partners working in unison to protect our natural world's long-term health and integrity. Visit <https://lnt.org/> to learn more.

Leave No Trace is for everyone, and the organization recognizes that every person's relationship with the outdoors and natural world is unique and personal. Guided by this foundational principle, the organization is committed to building an organization that celebrates diversity and embodies inclusivity. We strive to continually evolve as individuals, as an organization, and as an ethic relevant to all people who go outdoors. We endeavor to diversify our workforce and encourage and desire applicants from all backgrounds, ethnicities, and lived experiences to join our team.

All employment decisions at Leave No Trace are based on business needs, job requirements, and individual qualifications, without regard to race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.