



LA CONSERVATION CORPS

Transforming Youth. Enhancing Communities.



LOS ANGELES CONSERVATION CORPS

CHIEF EXECUTIVE OFFICER





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THE ORGANIZATION

For 40 years, the Los Angeles Conservation Corps (The Corps) has stood as one of Los Angeles' most trusted and transformative nonprofits. Founded in 1986, The Corps has built a national reputation for empowering young adults, many from historically under-resourced communities, through paid job training, education, and environmental stewardship.

Each year, hundreds of young people earn their high school diplomas or industry-recognized credentials while working on meaningful projects that make Los Angeles more beautiful, stronger, and more resilient. From planting thousands of trees across the city to leading recycling programs, restoring parks and trails, and building climate-resilient infrastructure, Corpsmembers gain real-world skills that open doors to future careers. Along the way, they also build confidence, resilience, and a sense of belonging.

Today, The Corps is recognized as a national model for urban conservation corps programs, balancing its dual mission of youth development and environmental action. Their alumni are leaders in government, nonprofits, and the private sector. The partnerships with the City and County of Los Angeles, schools, foundations, and community organizations are long-standing and trusted. But most important, its culture, described by many as "family-like, resilient, and inclusive," remains one of its greatest strengths.

THE LEADERSHIP OPPORTUNITY

The Corps enters its next chapter poised to build upon its strengths and to realize new opportunities. With stable operations, dedicated staff, and deep community trust, The Corps is ready for a new CEO to bring fresh vision, bold leadership, and renewed energy to the organization's work.

The next leader will inherit an organization admired as "Los Angeles' best kept secret" one whose impact is felt daily but whose story has yet to be fully told. The new CEO will have the opportunity to build on a strong foundation, elevate The Corps' visibility, amplify its voice in policy and community conversations, and ensure that its transformative impact on young people is recognized throughout Los Angeles and beyond.

Against this backdrop, the CEO will play a pivotal role in setting The Corps' long-term direction. The leader who steps into this role will guide The Corps through its next phase of growth, fortifying its financial foundation, investing in its people, and ensuring that Corpsmembers are equipped not just with jobs but with meaningful futures.



THE ROLE OF THE CEO

Reporting to the Board of Directors, the Chief Executive Officer is responsible for the overall leadership, vision, and management of The Corps. The CEO will serve as the organization's primary public ambassador, building relationships across Los Angeles with funders, civic leaders, policymakers, and community partners. Internally, the CEO will inspire staff and Corpsmembers by cultivating a supportive and mission-driven culture that emphasizes equity, accountability, and professional growth.

The CEO will lead a team of dedicated professionals and oversee a complex, multi-site organization with diverse programs in conservation, youth development, recycling, and community improvement. The next leader will ensure operational excellence, financial sustainability, and program quality, while also charting a strategic course for the next five to ten years.

In partnership with the Board of Directors, the CEO will shape and execute The Corps' strategic plan, balancing innovation with respect for the systems and practices that have sustained The Corps for nearly four decades. The CEO will be charged with keeping the mission—empowering young people through environmental service—at the center of every decision.



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Key Priorities for the Next CEO

The new CEO will have the exciting responsibility of building upon The Corps' strong foundation while guiding the organization into its next chapter. The following priorities have been highlighted as central to success:

Leading with Vision and Strategy: This moment calls for a leader who can balance continuity with innovation. The CEO will ensure operational excellence and stability while also setting an ambitious strategic vision for the future. This includes advancing new program areas such as climate resilience and environmental justice, expanding partnerships, and ensuring that The Corps continues to serve as a national model for urban conservation and youth development.

Enhancing Corpsmember Development: At the heart of The Corps are the young people whose lives are transformed through the Corps experience. The CEO will have the chance to strengthen retention, ensure programming provides meaningful career preparation, and expand wraparound supports.

Investing in Staff and Culture: The staff of The Corps are passionate, resilient, and deeply committed to the mission. The next CEO will be a leader who listens to, values, and invests in people. By fostering a culture of recognition, professional development, and cohesion, the CEO will help ensure that staff thrive alongside Corpsmembers.

Raising Visibility and Influence: The Corps' reputation for impact is strong among those who know it, but many stakeholders describe it as "a best kept secret." The CEO will play a crucial role in elevating The Corps' public profile, telling its story more broadly, and positioning the organization as a thought leader in workforce development, environmental justice, and climate resilience. This will involve building stronger relationships with media, policymakers, and community partners while ensuring The Corps' story is celebrated and shared widely.



Strengthening Financial Sustainability: The Corps has thrived with a strong base of government contracts, but seeks to further establish long-term stability with broader funding streams. The new CEO will have the opportunity to expand philanthropic and corporate partnerships, cultivate major donors, and strengthen reserves. This work will not only safeguard the organization but also create space for innovation and program growth.



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THE IDEAL CANDIDATE

The Los Angeles Conservation Corps seeks a leader who combines vision with humility, charisma with accountability, and strategic skill with a deep commitment to mission.

The ideal candidate will be a dynamic, visible, and approachable executive who inspires confidence across a wide range of stakeholders. The individual will be an experienced manager capable of leading a complex, multi-site organization, but also a people-centered leader who empowers and celebrates staff and corpsmembers' successes. Outstanding candidates will bring demonstrated fundraising success, financial acumen, and the ability to diversify revenue, while also creating a thriving work environment. The CEO must be a compelling communicator and storyteller who is able to articulate the Corps' mission in ways that attract funders, engage policymakers, and energize the community.

Above all, the CEO must embody the values of The Corps: integrity, equity, resilience, compassion, and an unwavering belief in the potential of young people.

QUALIFICATIONS

- Bachelor's degree required; advanced degree preferred.
- Minimum of ten years of progressive nonprofit or public-sector leadership experience.
- Demonstrated experience in youth development, workforce development, conservation, or environmental justice strongly preferred.
- Proven success in fundraising, cultivating donors, and building sustainable funding models.
- Exceptional communication skills and public presence, with comfort in media, policy, and community arenas.
- California driver's license and proof of insurability required; willingness to work evenings and weekends as needed.



COMPENSATION & BENEFITS

The Los Angeles Conservation Corps offers a generous compensation and benefits package which includes a competitive annual base salary within the range of \$210,000-\$250,000, depending on experience and qualifications.



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APPLICATION PROCESS

The Los Angeles Conservation Corps has retained The Hawkins Company to manage this CEO search. The Hawkins Company will review all written materials submitted and will screen and evaluate applicants. The most highly qualified candidates will be invited to participate in a virtual and on-site interview process. To be considered, please submit a resume and cover letter outlining your interest, background and experience that makes you the ideal candidate electronically to **LACorpsCEO@thehawkinscompany.com**.

Resumes received by **November 14, 2025** will receive first consideration. The position is open until filled. For additional information and/or confidential inquiries, please contact Todd Hawkins at 213-300-9342, todd@thehawkinscompany.com or Tisa Jones at 213-309-7984, tisa@thehawkinscompany.com.



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