



Job Profile: Executive Director

July, 2023

Job Title: Executive Director

Terms: Full-time, salaried with benefits

Casting for Recovery, a 501(c)3 organization, was founded in 1996 and has expanded to cover all 50 states through a volunteer network of 1800. Casting for Recovery (CfR) has been growing steadily, and is now looking for a seasoned, strategic nonprofit executive to lead the organization into its next chapter. Reporting to the national Board of Trustees, the Executive Director oversees operations, organization development, strategy, growth, program delivery, fund development and staff/volunteer management.

The successful candidate will have a genuine passion for the Mission of CfR, a strong belief in the power of nature in healing, and is excited to build upon an extremely strong base of operational excellence. The chosen candidate will value collaboration, remote management, the leading of an almost exclusively volunteer organization, and the importance of relationships and partnerships. In addition, the successful candidate will value outdoor education and healing, embrace nature and outdoor recreation, and will realize the value of being a part of the fly-fishing community.

Professional Qualifications

The successful candidate will have the following background, skills, qualifications/ behaviors:

- Bachelor's degree plus 7 years nonprofit executive leadership.
- Strong budget management skills, including budget preparation, analysis, decision-making and reporting.
- Aptitude for leading and managing development and fundraising in person and through team approaches. Particular emphasis on proven ability to design/develop/effect diversified funding streams that will support planned growth. Robust knowledge of nonprofit fundraising strategies and donor relations essential.
- Excellent organizational abilities including planning, delegating, program development and task facilitation.
- Ability to convey a vision of CfR's strategic future to staff, board, volunteers and donors. The Executive Director brings a sense of calm, stability, focus and passion while continuing to evolve the organization.
- Ability to collaborate with and motivate board members and other volunteers; ability to interface and engage diverse volunteer and donor groups.
- Excellent written and oral communication skills with an emphasis on persuasive and passionate attributes. Strong public speaking ability; Strength in conflict resolution.



- Passion for collaborating with staff and building/leading dynamic teams. The Executive Director is a highly effective leader who creates a solid foundation by empowering the staff and providing clear expectations. An inclusive environment that encourages collaboration and supports innovation is essential as well as one that continuously looks for opportunities for reward and recognition.
- Technologically inclined with the experience to keep CfR's systems and technologies at the cutting edge. Specific experience preferred: GSuite, Wordpress, cloud-based CRM (Salesforce, DonorPerfect), social media platforms.
- A passion for the outdoors and for the healing abilities of nature and camaraderie.
- An active member of the fly fishing community, or a demonstrated desire to understand and engage actively within the fly fishing industry.

This position will offer a competitive salary and benefits package, the ability to continue to grow/develop the national team, and an opportunity to interface with a talented and committed Board of Trustees.

If you are interested in this leadership position, please submit a cover letter and resume by July 25, 2023 to EDsearch@castingforrecovery.org.

Casting for Recovery is an Equal Opportunity Employer which does not discriminate on the basis of race, color, religion, creed, gender, gender expression, age, national origin, ancestry, ethnicity, marital or familial status, disability, sexual orientation or military status, in any of its activities or operations.