



White Oak Initiative - Executive Director

The White Oak Initiative is seeking to fill the Executive Director position. This position is full-time and 100% remote, reporting to the White Oak Initiative Board of Directors. Candidates must be located within the geographic range of white oak ([Quercus alba L.](#)).

About the White Oak Initiative

American white oak (*Quercus alba*) occupies more than 100 million acres of public and private forestland across the eastern and central United States. These forests support extraordinary biodiversity, rural livelihoods, and industries that generate billions of dollars annually, including cooperage, furniture, flooring, cabinetry, and the wine and spirits sector.

The White Oak Initiative (WOI) is a national, multi-sector partnership committed to the long-term sustainability of upland oak ecosystems and the economic, social, and environmental benefits they provide. WOI convenes industry, conservation organizations, landowners, universities, public agencies, and nonprofits to address shared challenges related to white oak regeneration, management, markets, and policy. WOI is entering a pivotal phase of organizational maturation, transitioning from a founder-led initiative to a more durable, independently governed organization with growing national visibility.

Position Summary

The Executive Director (ED) serves as the chief executive and public representative of the White Oak Initiative. Reporting to the Board of Directors, the ED is responsible for advancing the organization's mission, strategy, partnerships, fundraising, and long-term sustainability.

This role requires a leader who can serve as a credible external ambassador and bridge-builder across sectors, while also strengthening internal systems, governance practices, and operational discipline appropriate to WOI's current stage of growth.

Key Responsibilities

External Leadership & Representation

- Serve as the primary public face and spokesperson for the White Oak Initiative.
- Cultivate and steward high-trust relationships with federal and state agencies, industry partners, conservation organizations, universities, funders, and landowners.
- Represent WOI in national forums, coalitions, and collaborative initiatives.
- Position WOI as a neutral convener and trusted strategic partner across historically siloed sectors.

Strategic & Programmatic Leadership

- Lead implementation of organizational strategy and priority initiatives focused on advancing white oak regeneration and sustainable management.
- Ensure programs align with mission, funding realities, and partner capacity.

Fundraising & Financial Stewardship

- Lead and support fundraising efforts with public agencies, foundations, and institutional funders to strengthen and diversify the organization's funding base.
- Oversee budgeting, financial planning, grant management, and reporting.

Organizational Leadership & Operations

- Build and maintain internal systems, workflows, and performance expectations.
- Lead, coach, and support staff and contractors with clarity, accountability, and respect.
- Foster a healthy organizational culture grounded in collaboration, integrity, and shared purpose.

Governance & Board Partnership

- Partner closely with the Board Chair and committees to support effective governance.
- Advise the Board on organizational priorities, risks, and capacity needs.

Qualifications & Experience

Strong candidates will bring many - though not necessarily all - of the following:

- Senior leadership experience in a mission-driven organization, coalition, or initiative
- Demonstrated success working across sectors such as conservation, industry, and policy
- Experience fundraising with public and/or private institutional funders
- Experience working effectively with a Board or similar governing body
- Strong written and verbal communication skills
- Sound judgment and decision-making in the absence of clear precedent, complete information, or certainty

Preferred but not required:

- Advanced degree in forestry, natural resources, environmental policy, or a related field
- Experience managing federally funded programs and compliance environments

Compensation and Benefits

WOI is an equal opportunity employer and offers a competitive benefits package including health insurance, retirement contribution, paid leave and holidays. Compensation will be in the range of \$120K-150K depending on skills, experience, and location.

Application Process

To apply, please send a cover letter and your resume to wobjob@alaforestry.org.

Applications will be accepted through March 30th, 2026. All applications will be treated with strict confidentiality.