



## **Deer Hill Expeditions (DHE) & Deer Hill Foundation (DHF)**

**Mancos, Colorado**

### **Executive Director**

#### **An Opportunity for You**

Are you passionate about outdoor education? Are you seeking a leadership position in an organization dedicated to the development of youth? As the Executive Director you can lead this nationally recognized organization at a time when our youth need “authentic connection to self and community” more than ever.

#### **An Opportunity for Deer Hill**

For 40 years, [Deer Hill Expeditions](#) (DHE), a for-profit company, has been guided by founders Doug and Beverly Capelin and their sons-in-law, Max LaPrade and John Palmer. For 25 years, the Deer Hill Foundation (DHF) has worked hand-in-hand with DHE to provide transformational programs and scholarships for economically diverse students to attend them.

***In 2024, Deer Hill Expeditions and the Deer Hill Foundation  
are merging to become a single non-profit organization***

## Why? Why Now? Why Deer Hill?

We realize that young people are growing up in an age of increased conflict and disconnection. Consider the growing stresses in familial structures, the overwhelm in educational systems, and post-COVID mental health challenges. Our youth are experiencing loneliness, depression, and less resilience in the face of adversity.

These challenges are uniquely addressed in the fabric of Deer Hill's experiential model. Living and working together in the natural world and in service to others build the essential pillars of self-esteem, belonging in community, and resilience that enable young people to create a promising future with courage and confidence.

Deer Hill has decades of successful and productive partnerships with schools, organizations, and Native American communities. As a single entity with a single voice Deer Hill will have additional resources and opportunities to accomplish more for our youth and, in turn, for our world.



## Executive Director (ED) Job Description

The ED will work collaboratively with the existing leadership teams, including the founders, administrative staff, and trustees, to develop a new and sustainable model that enables Deer Hill to provide programming that is more impactful than ever.

### **Primary 5-Year Goals**

- \* Develop and implement marketing and sales strategies to increase enrollment and program revenue.
- \* Develop and implement strategies to secure financial support from various sources, including grants, private donations, and partnerships, to fulfill an annual fundraising goal of \$350k.
- \* Develop new program models to meet the expanding needs and interests of students and other client groups.

## **Key Responsibilities**

### **Program Development**

- Ensure all field-based programs adhere to stated goals and values.
- Build upon Deer Hill's long-term relationships with Native communities.
- Ensure field staff recruitment and training align with stated goals and values.
- Monitor and refine policies and procedures (e.g. staffing; risk management).

### **Accountability for Mission and Vision**

- Ensure that all organizational activities align with the mission, vision, and core values of Deer Hill.
- Act as a steward for the organization's reputation and ethical standards.
- Represent Deer Hill in outreach, media, and public relations.

### **Administrative and Seasonal Staff**

- Lead and inspire all Deer Hill staff, providing guidance and support for their respective roles.
- Provide direct supervision of a staff leadership team.
- Foster a collaborative work environment that promotes a strong work ethic, professional growth, and allegiance to the mission.
- Implement and enhance operational processes to optimize productivity.

### **Development**

- Develop and implement effective strategies to secure financial support from various sources, including grants, private donations, and partnerships, to fulfill an annual fundraising goal of \$350k.
- Cultivate and maintain strong relationships with donors, sponsors, and funding agencies.

### **Financial Oversight**

- Manage an annual budget of approximately \$1.5 million.
- Oversee the organization's financial health and adherence to fiscal policies.

### **Board of Trustees**

- The ED reports to, and is evaluated by, the Board of Trustees.
- Work with the board to develop and meet strategic goals and objectives.
- Cultivate and maintain strong relationships with the Board of Trustees.
- Support recruitment, on-boarding and retention of trustees in collaboration with the President of the Board.



## Qualifications

- Proven leadership experience in a non-profit or similar organization.
- An understanding of, and passion for, experiential/outdoor education.
- Knowledge of, and a desire to meet, the developmental needs of adolescents.
- Successful experience marketing in the field of experiential/outdoor education.
- Demonstrated success in fundraising and donor relations.
- Ability and willingness to travel to meet with donors and stakeholders.
- Strong financial acumen and experience in financial management.
- Motivational and inspirational communication skills - written and oral.
- Leadership experience supervising and inspiring a management team.
- Live in, or relocate to, Southwest Colorado.

## Compensation and Benefits

- Annual salary of \$80,000–\$100,000 (DOE)
- Up to 3% Simple IRA match
- Four weeks of paid vacation per year
- Flexible work schedule may include up to 25% remote work time
- Housing is available at Basecamp
- Gear rentals available and outdoor industry pro-deals
- Meals are available when programs are at Basecamp
- Supplemental health insurance

## To Apply

The ED Hiring Committee is accepting applications on a rolling basis until April 1st. Please send a cover letter and a résumé to John Palmer (Director of Operations), [john@deerhillexpeditions.com](mailto:john@deerhillexpeditions.com). Upon receipt of these materials, the committee will be in touch with you promptly. If the committee wishes to pursue your candidacy, you will receive additional materials and be asked to provide further information.



*Deer Hill is an equal opportunity employer and strives to create authentic, welcoming environments for staff from all walks of life and backgrounds. We are committed to a process of awareness and evolution to ensure that our community is a safe space for all. We do not discriminate on the basis of sex, sexual orientation, gender, nationality, race, socio-economic background, or religion.*