

# #38693 - EXECUTIVE DIRECTOR (F AND G) - External

View Posting

## EXECUTIVE DIRECTOR (F AND G)(Job Id 38693)

Location: US:NH:CONCORD

Occupation OTHER  
Category:

Employment Type:

Post Date: 02/26/2024

Close Date: 04/09/2024

Salary: 95,153.000-  
132,619.000 USD

### Description

State of New Hampshire Job Posting

NH FISH AND GAME DEPARTMENT

EXECUTIVE DIRECTOR

11 HAZEN DRIVE, CONCORD NH 03301

Position # 9U134

Annual Salary \$ 95,153.00-\$ 132,619.00

**\*See total compensation information at the bottom of announcement.**

The State of New Hampshire, Fish and Game Department has a full-time vacancy for an Executive Director.

As the guardian of the state’s fish, wildlife, and marine resources. The New Hampshire Fish and Game Department works in partnership with the public to:

- Conserve, manage and protect these resources and their habitats.
- Inform and educate the public about these resources; and
- Provide the public with opportunities to use and appreciate these resources.

The N.H Fish and Game Commission is seeking candidates for Executive Director. This is an unclassified state position with a term of four years from date of appointment by Governor and Executive Council. The Executive Director is responsible for the day-to-day management and oversight of seven divisions, regional offices, hatcheries, and educational centers. The Executive Director builds and maintains relationships with a variety of organizations such as sporting clubs, wildlife organizations, other governmental and non-governmental agencies, the Legislature, media, and the public, which requires excellent communication skills. The ideal candidate will have extensive knowledge in administration, wildlife, fisheries, natural and marine resources, conservation law as well as, business, public administration, or experience in related fields. *The position includes excellent benefits and a salary of up to \$132,600.* For consideration, all applications need to be post marked by Date April 15, 2024. Send a cover letter, resume and professional references to:

Commissioner, Meggan M. Hodgson

Chair, Search Committee

PO BOX 53, Stratham NH 03885

nhfgcommissionerhodgson@gmail.com

### **Essential Duties and Responsibilities**

The Executive Director serves as the chief administrator leading the Department's staff and managing its resources effectively toward fulfilling its missions while assuring strong fiscal accountability. He/She is responsible for the execution of the Department's day-to-day objectives as well as its long-term strategic plan and objectives.

- Works with Division chiefs to assure implementation, management and maintenance of wildlife, fisheries, marine resources, and non-game management plans that assure the long-term, sustainable management of the state's resources, as well other key initiatives aligned with the Department Mission and strategic plan.
- Lead the preparation and administration of the Department's budget, and its presentation to the Commission, Legislature, and the Governor's office.
- Provide leadership in defining, balancing, and providing for the conservation needs and interests of the public including hunting, fishing, private property owner rights, law enforcement, public access and other recreational activities, and the environment.
- Provide effective support to and work closely with the members of the Commission.
- Assures the continuation and strong support of the State Wildlife Management units while continuing to expand on additional public access opportunities to land and water resources.
- Ensure Department maintains a short and long term capital improvement plan for the sustainability of Department infrastructure.
- Establish and cultivate a positive and diverse workplace culture.

### **Required Qualifications:**

The Executive Director shall have knowledge of, and experience in the requirements for the protection, conservation, and restoration of the wildlife resources of the state and shall be a competent administrator as required by NH RSA 206:8

### **Preferred Attributes**

- Demonstrated success leading a multifaceted organization (public or private)
- Ability to handle complex issues while reconciling competing priorities and dissenting perspectives.
- Ability to create and maintain strong working relationships with key stakeholder groups, work collaboratively with members of the Department, the public and the Commission.
- Experience managing administrative functions of an organization including hiring, coaching, and developing staff while driving accountability to delivering results and compliance to policies and programs.
- Financial accountability and demonstrated experience assuring sustainable and diverse funding sources for the long term health of the Department a strong plus.

### **Preferred Qualifications:**

- **Education:** minimum requirement of a bachelor's degree from an accredited college or university; graduate studies in relevant fields is desirable.
- **Work experience:** at least ten years of experience, including progressively responsible management level experience over significant staff and budget in a public or private organization. Experience in a conservation or other related organization is a plus.
- **Financial/administrative:** proven experience in fiscal management is important; knowledge of government budgets, federal aid funding and various revenue streams (federal or state level) is a strong plus.
- **Communications:** excellent oral and written skills, and proven ability to make effective presentations on complex subjects. A strong personal communications ethic is essential.
- **Leadership:** Leads with the highest ethical standards to include respect, integrity, honesty, fairness, and transparency.
- **Knowledge** of and appreciation for New Hampshire, its heritage, lands, cultures, history, and resources, as well as its changing needs, is desirable.
- **Natural resources background** is a plus but is not required; a strong personal commitment to conservation and outdoor recreation and to balancing the competing needs of the constituencies is essential. Hunting, fishing, camping, hiking, and other outdoor pursuits should be an ongoing part of a candidate's experience.
- **Legislation:** Experience in working with state or federal legislative bodies, understanding of the rule making process, particularly in New Hampshire is a plus; and proven political acumen is helpful.

#### **Salary Information:**

This is an unclassified Grade HH appointed position with a salary range of \$95,000 to \$132,600.

Appointment is subject to confirmation by the Governor and Executive Council. The successful candidate will hold office for a term of 4 years from the date of appointment.

#### **\*TOTAL COMPENSATION INFORMATION**

The State of NH total compensation package features an outstanding set of employee benefits, including:

**HMO or POS Medical and Prescription Drug Benefits:**

The actual value of State-paid health benefits is based on the employee's union status, and employee per pay period health benefit contributions will vary depending on the type of plan selected.

See this link for details on State-paid health benefits: <https://das.nh.gov/hr/benefits.html>

**Value of State's share of Employee's Retirement:** 13.85% of pay

**Other Benefits:**

- o Dental Plan at minimal cost for employees and their families (\$500-\$1800 value)
- o Flexible Spending healthcare and childcare reimbursement accounts
- o State defined benefit retirement plan and Deferred Compensation 457(b) plan
- o Work/life balance flexible schedules, paid holidays and generous leave plan
- o \$50,000 state-paid life insurance plus additional low cost group life insurance
- o Incentive-based Wellness Program (ability to earn up to \$500)

**Total Compensation Statement Worksheet:**

[https://das.nh.gov/documents/hr/JobSearch/FINAL\\_TOTAL\\_COMP\\_STATEMENT\\_ISSUE.xlsx](https://das.nh.gov/documents/hr/JobSearch/FINAL_TOTAL_COMP_STATEMENT_ISSUE.xlsx)

**Want the specifics?** Explore the Benefits of State Employment on our website:

<https://das.nh.gov/hr/documents/BenefitBrochure.pdf>

<https://das.nh.gov/hr/index.aspx>

EOE

TDD Access: Relay NH 1-800-735-2964