Job Announcement
Executive Director
Superior, Arizona

Boyce Thompson Arboretum (BTA) was founded in 1924, is Arizona’s oldest, largest botanical garden and is on the National Register of Historic Places. BTA is located at the base of Picketpost Mountain in scenic Queen Creek Canyon, just 45 minutes from Phoenix, Arizona in the foothills of the Superstition Mountains in Superior, Arizona at the far eastern edge of the Sonoran Desert. As the first botanical institution in the U.S. dedicated to the study and development of arid land plants, it features plant collections from the world’s deserts, historic buildings and hidden gardens along miles of trails. A haven for wildlife, BTA has been named "the most enchanting" Audubon Important Bird Area in Arizona.

The Arboretum encompasses 372 acres and is home to 105 acres of gardens and plantings, including over 4,000 different plant species and 30,000+ plants from around the world, including many that are endangered. BTA has approximately 50 employees, more than 9,500 members, a $4.1 million annual budget and is governed by a dedicated 12-member Board of Directors.

As BTA celebrates its 100th Anniversary in 2024, the new Executive Director (ED) will partner with the Board and staff to upgrade and stabilize staffing and the internal infrastructure to support the new Strategic Plan and the ambitious new Master Site Plan—a comprehensive facilities plan to update, enhance and maintain the buildings, trails and other amenities of the Arboretum.

Reporting to the Board of Directors, the ED is the Chief Executive Officer of BTA and provides leadership and direction to further the organization's mission and vision to become a leading botanical institution.

We seek a proven leader who can demonstrate a successful career of consistently moving nonprofit organizations forward in pursuit of their vision. This individual would bring leadership characterized by an ability to garner broad constituent support, develop and empower staff, increase visibility of the organization and carry forward major projects and programs. We seek a leader who is an exceptional relationship builder whose passion is evident by his/her ability to clearly and enthusiastically articulate the organization’s vision to members, donors, elected officials and other stakeholders.

A proven ability to manage and lead a larger staff (over 50 people) will be expected. This includes experience in hiring, coaching, delegating and creating a high-quality team of diverse, highly dedicated and professional staff. We seek a leader who embodies a calm, steady personality; a Jack/Jill of all trades; and one who is inspirational, visionary and confident while empathetic and humble with a sense of humor.

A Master’s degree or 10+ years’ experience in the nonprofit cultural field, including government, business management or administrative experience is required.
BTA offers a competitive salary and benefits package. The salary range for this position is between $150,000 and $185,000 and will be commensurate with experience. Benefits include but are not limited to competitive paid time off, healthcare/dental/vision insurance, employer contribution to an IRA and a flexible work schedule.

Applications and nominations are being received by Kittleman & Associates, LLC. To apply, please send a current resume and letter of interest to https://bit.ly/47esTPF (click on the Apply button at the bottom of the page).