



The Nature Foundation at Wintergreen (TNFW) is seeking an Executive Director passionate about environmental stewardship and community engagement. The ideal candidate will have a background in natural history or science and be a skilled administrator and collaborative leader who can foster relationships, communicate effectively, and realize TNFW's vision to exemplify environmental stewardship. Reporting to the Board of Directors, the Executive Director will direct the organization's strategic priorities and have overall operational responsibility for TNFW's staff, programs, growth, and mission execution.

Founded in 1993, TNFW is a nationally recognized 501(c)(3) nonprofit organization. Its mission is to foster an understanding and appreciation of the natural and cultural heritage of the Central Blue Ridge Mountains of Virginia and our community through conservation, education, and research. TNFW is supported by four fulltime and four parttime staff, more than 800 members and a strong contingent of dedicated, active volunteers and has an annual operating budget of \$500,000 and a \$3,750,000 endowment.

Located within the 11,000-acre Wintergreen resort about an hour southwest of Charlottesville, Virginia, TNFW conserves 6,000 acres of a natural forested landscape bordering the Appalachian Trail. The ecosystems are rich in diverse plant communities and abundant wildlife and include a 1,422-acre conservation easement perpetually protecting a unique habitat and rare species. TNFW provides environmental education to adults and students, and sponsors research that informs conservation of Wintergreen's ecosystems and contributes to a broader understanding of climate science, biodiversity, and invasive species management.

Salary and compensation

\$100,000 – \$125,000 starting salary with an opportunity for a bonus based on performance.

TNFW offers competitive benefits including health insurance; retirement savings; generous holiday and paid time off benefits; and professional development opportunities.

For additional information about TNFW please visit www.tnfw.org

To apply, please submit a resume and cover letter outlining your experience and interest in this role to applytoTNFW@protonmail.com. Priority will be given to applications received by **September 26, 2025**. Following zoom interviews with selected candidates, we expect to conduct in-person interviews over the first two weeks in October. The full job description can be found [here](#).