



Executive Director  
Barnstable Land Trust  
Barnstable, MA | Spring 2026

**Tracy Marshall**  
SENIOR VICE PRESIDENT  
Development Guild  
[tmarshall@developmentguild.com](mailto:tmarshall@developmentguild.com)

[developmentguild.com](http://developmentguild.com)  
BOSTON | NEW YORK

***Barnstable Land Trust seeks an entrepreneurial and mission-driven Executive Director to lead and grow a dynamic land conservation and stewardship organization.***

**About Barnstable Land Trust**



Barnstable Land Trust (BLT) strives to meet the open space needs of the community it serves through land conservation, land stewardship that improves conservation value, and encouraging public access to, and engagement, in nature. Founded in 1983, Barnstable Land Trust has conserved over 1,275 acres of land and commits to stewardship of those lands in perpetuity.

In the last ten years, BLT has embarked on a mission to “grow into the organization our community needs us to be.” This direction led to the conservation of 23 properties comprising 200 acres of land, 5 new trails, a doubling of active volunteers and members, and a dramatic increase in public programs, all supported by a tripling of staff and budget. The staff is made up of high-performing, self-motivated practitioners who are extremely knowledgeable in their fields of expertise. A major capital campaign launched in 2025 has provided the support to respond creatively to the needs of the community, including saving a 10-acre golf course and purchasing a 25-acre cranberry bog for wetland restoration and recreation.

BLT works primarily in Barnstable, a town of 45,000 year-round residents and another 100,000 seasonal residents. The Town of Barnstable includes many of Cape Cod’s most important and vulnerable ecosystems, such as the Barnstable Great Marsh and Sandy Neck, along with its largest and most urban center, Hyannis. BLT has a staff of 11, mostly part-time employees, 4 buildings, and an annual budget of \$1 million.

*For more information about Barnstable Land Trust, please visit <https://blt.org/>.*

**About the Position**

The Executive Director will have the opportunity to leverage a strong donor base, engaged members, a talented staff, a dedicated board, and momentum from the recent capital campaign, to increase BLT’s impact.

With a strong foundation, deep credibility, and a passionate team, BLT is ready for a leader who can champion land conservation, ensure land stewardship improves public access and increases conservation value, and provide a model for leadership across the region. If you are driven by impact, collaboration, and care deeply about nature and community, this is a compelling leadership opportunity.





### ***Leadership & Strategic Direction***

- With Board, staff, and stakeholders, develop a strategic plan to guide the organization.
- Oversee land conservation staff to bring on new projects, negotiate deals, structure funding, and manage technical consultants.
- Oversee land stewardship staff to support volunteer management and ecological improvement on properties.
- Promote new approaches to conservation and stewardship to increase impact.
- Lead and engage the Board, staff, and donors in advancing the organization's strategic goals.

### ***Fundraising & Development***

- Oversee revenue generation across major gifts, grants, membership, and fee-for-service programs.
- Support and help initiate innovation in BLT's fundraising and membership efforts.
- Guide the development team to build on relationships cultivated during the 2025 capital campaign and expand philanthropic support.
- Collaborate with staff and Board to align programs and initiatives with funding opportunities.

### ***Community Relations***

- Serve as a visible and credible representative of BLT to members, funders, agencies, and the broader community.
- Serve as BLT's primary public spokesperson, delivering presentations to members, partners, media, and in advocacy settings such as before Town Council and the Cape Cod Commission.
- Maintain and grow relationships with Town staff and elected officials, nonprofit partners, and members by listening well, responding promptly, and consistently representing BLT's mission.
- Participate in key sector convenings and strengthen BLT's role as a collaborative voice and connector among partners.

### ***Organizational Leadership & Financial Oversight***

- Ensure the implementation of the mission and strategic plan.
- Support a strong staff team by fostering a healthy, inclusive, and results-oriented culture.
- Lead with clarity, empathy, and accountability in a small team setting, empowering staff to do their best work and creating shared leadership wherever possible.
- Ensure internal systems, office environment, and workflows support cross-functional collaboration and alignment.
- Provide strategic oversight of BLT's program and budget review, revenue goals, and long-term growth planning.
- Maintain financial sustainability of the organization in partnership with the Board.
- Work closely with staff and Board to develop and monitor annual budgets, identify opportunities for growth, and ensure compliance and transparency.

### **Board Relations & Governance**

- Collaborate with the Board of Directors to advance governance, strategic goals, and opportunities to increase overall revenue generation.
- Ensure Board members are well-informed and engaged, and that their expertise is meaningfully leveraged.
- Support effective communication between staff and the Board.

### **Key Qualifications**

- Visionary, strategic, and mission-driven leader with a passion for conservation and preservation.
- Hands-on team builder and motivational leader, trustworthy, honest, and transparent.
- Skilled communicator, networker, and ambassador with strong public-facing presence.
- Proven experience in fundraising, donor cultivation, and revenue generation.
- Strong organizational skills, attention to detail, and ability to hold self and others accountable.
- Experience managing staff, budgets, and programs in a mission-driven environment.



### **Location & Logistics**

BLT is based in Barnstable, MA. This full-time, exempt position requires significant in-office presence with some flexibility for remote work.

### **Compensation**

The salary range for this position is \$150,000 - \$165,000 per year, commensurate with experience.

**All qualified candidates will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, veteran status, or any other characteristic protected by law.**

To express interest, please submit your cover letter and resume in confidence [here](#).

For more information, please visit [www.developmentguild.com](http://www.developmentguild.com).

**Tracy Marshall**  
**SENIOR VICE PRESIDENT**  
Development Guild

## About Development Guild

*For 45 years, Development Guild has consulted to leaders across the nonprofit spectrum. We have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.*

*With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.*

