



Executive Director Bat Conservation International

THE SEARCH

Bat Conservation International (BCI), a globally recognized leader in bat conservation grounded in science, seeks a dynamic and experienced leader to serve as its next Executive Director (ED). Under a strategic and collaborative new ED, BCI is poised to accelerate research and action that contribute to stabilizing species populations, restoring habitats, and inspiring champions through meaningful nature experiences.

Founded in 1982, BCI is the oldest organization dedicated to conserving bats, an animal critical to the world's ecosystems and economy. Hundreds of species face threats to their existence, and BCI's goal is to redefine what is possible in global conservation through the utilization of cutting-edge tools, technology, and training to create a real, measurable impact. By 2030, BCI will deliver conservation outcomes for 250+ bat species across 20+ countries. By doing so, BCI is making crucial progress on its mission to conserve the world's bats and their ecosystems to ensure a healthy planet.

BCI recently completed its 2020-2025 strategic plan, with affiliated accomplishments including; protecting caves that provide critical habitats for vulnerable bats in Kenya and Mexico, restoring fire-ravaged watersheds that are critical for bat migrations in New Mexico, producing 21 scientific papers, many in high-impact journals, and partnering with the LEGO Group and Discovery Education to design, develop, and distribute a Virtual Field Trip introducing students to bats and highlighting bat conservation projects. The organization has now begun an inclusive, integrated strategic planning process to chart the next five years of impact and expansion and is aligning its efforts with the UN's Sustainable Development Goals around biodiversity.

The next ED will finalize and execute on the ambitious and impactful strategic plan developed by the leadership team in early 2026. BCI has long balanced a commitment to original science with on-the-ground conservation action. The next ED will continue to facilitate the integration of these major pillars of the organization. They will help navigate the organization through a dynamic funding landscape, develop new revenue streams, and deepen the organization's philanthropic focus. They will advance alignment and operational excellence across BCI's staff, leadership, and Board of Directors, ensuring the organization has the right skills, processes, and networks to achieve its ambitions. BCI is a remote-first workplace with significant fieldwork activities, and the next ED will actively steward a healthy, connected culture while

driving both achievement and documentation of BCI's progress towards its crucial mission. As the chief spokesperson for the organization, the ED will be a passionate and informed advocate on behalf of bats and the crucial role they play in the world's ecosystems.

The key opportunities and challenges facing the next Executive Director, as well as a list of desired qualifications and characteristics, are included in this document, which was developed by the search committee with the assistance of Isaacson, Miller, a national executive search firm. Applications, nominations, and inquiries can be submitted to the parties listed at the conclusion of this document.

ABOUT BAT CONSERVATION INTERNATIONAL

BCI's mission is to conserve the world's bats and their ecosystems to ensure a healthy planet. To accomplish lasting conservation victories, the organization is dedicated to the highest standards and a values-based approach. BCI is:

- **Dedicated to end extinctions:** BCI has a moral duty to prevent the extinction of the world's most vulnerable wildlife and focus on the rarest and most vulnerable bats and their habitats.
- **Science-based:** Effective conservation requires science at every stage: establishing criteria for prioritizing targets, selecting conservation strategies, executing field work, interpreting results, and assessing impact.
- **Results-focused:** BCI prioritizes work where it will have the most meaningful impact for bats and their habitats, delivering tangible, measurable, and biological conservation outcomes.
- **Passionate:** BCI brings passion and dedication to the mission and inspires people to take action to protect bats around the world.
- **Innovative:** BCI's team uses cutting-edge tools, technology, and training to redefine what is possible in global conservation. They lead with action, experimenting with innovative conservation strategies to prove their effectiveness and deploy them at scale.
- **Collaborative:** Collaboration is fundamental to effective conservation. BCI works side by side with partners to ensure lasting conservation successes.
- **Inclusive:** BCI seeks to include people of all backgrounds in bat conservation. They are respectful visitors to the countries where they work — seeking to learn, understand, and honor the historical, cultural, political, and economic context of projects.
- **Committed:** BCI strives for operational efficiency and manages budgets with verifiable financial strength. Diverse income streams — gifts, memberships, grants, and contracts — ensure BCI is positioned to accomplish the mission over time.
- **Steadfast:** BCI aims to provide a return to donors on their investment in the form of world-class, effective conservation, and keeps them informed on how their investments help accomplish meaningful results for bats and their habitats.

Recent work across BCI's four missions include: [Endangered Species Interventions](#) to try to stabilize populations and prevent extinction; [Habitat Protection & Restoration](#) through partnership and

collaborative work focused on restoring habitat in critical areas, protecting economically valuable bat colonies, and abating threats at known roost sites; [Research and Scalable Solutions](#) to protect bats from the impacts of White-nose Syndrome (WNS), to reduce bat fatalities at wind energy facilities, and to build global capacity by investing in the next generation of bat conservation leaders; and [Inspiring through Experience](#), facilitating life-long connections to bats, bat conservation, and the organization as a result of personal experiences in nature — specifically, time spent observing and appreciating bats.

BCI's work includes protecting and managing Bracken Cave Preserve just outside San Antonio, Texas, as an internationally recognized wildlife experience destination. Home of the largest bat colony in the world, with 20 million Mexican Free-Tailed Bats, Bracken Cave provides unmatched opportunities for educational outreach.

BCI is currently engaging in an inclusive, cross-functional process to develop the next strategic plan, which will be finalized under the next ED. Key pillars of the new strategic plan include protecting bats in need, mobilizing people to protect bats, and restoring bat habitats.

BCI is governed by an 11-member Board of Directors and advised by a 13-member Scientific Advisory Committee. The team includes a dedicated group of 66 full-time staff, plus 36 part-time and 6 seasonal staff for a total of 110 employees. The organization is remote-first and globally distributed, allowing the organization to attract the best talent regardless of geography and build an on-the-ground presence to support its global conservation work.

Financial Information

In FY 2025, BCI's revenue totaled nearly \$14.8M. Approximately \$3.5M was received in contributions, approximately \$8.3M in government grants, and the remainder from program services, investments, sales, and other revenue sources. The organization's annual budget is approximately \$20M.

ROLE OF THE EXECUTIVE DIRECTOR

The Executive Director is responsible for leading and advancing BCI's vision, strategic initiatives, and priorities. They develop and implement the strategic plan, advance a sustainable business model and ensure the organization's financial health, and play a prominent role in BCI's fundraising efforts and in advocating for bats, scientific progress regarding bats, and bat conservation initiatives on a global scale.

The next ED will be both an external representative for BCI, building relationships and partnerships with key stakeholders including local governments in the United States and globally, NGOs, and funders, and an internal organizational leader, motivating, inspiring, and aligning staff, leadership, and the Board of Directors. They will advance a healthy and transparent workplace culture and continue efforts to connect staff and leadership across geographies. The Executive Director liaises with the Board of Directors, implements Board-approved plans and policies, and assists in the development of Board members and organizational governance.

Finally, the ED oversees all general operations of BCI, aligning operating plans and budgets with the strategic plan. They recruit, manage, and develop the organization's full-time, seasonal, and part-time staff and oversee BCI's FY 26 \$19.3M budget.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

Finalize and execute the next strategic plan

The next ED will begin during the final stages of the development of the strategic plan. They will oversee the finalization of the plan, ensure it is operationalized, and lead BCI through its implementation. In doing so, they will advance the impact of BCI and its mission to protect bats and their ecosystems while documenting and communicating the impact to enhance BCI's reputation.

Develop and implement a sustainable business model to ensure financial stability in a changing landscape

Given the rapidly changing landscape of conservation and scientific funding, the next ED will be tasked with augmenting revenue streams and developing a business model that ensures BCI's long-term growth and stability. Further, the ED will enhance a culture of philanthropy across the organization and play a leading role in developing new donors and stewarding closer relationships with established donors. They will be creative in identifying new revenue streams to expand the organization and meet their ambitious goals while managing existing financial resources thoughtfully.

Enhance BCI's culture and provide sound organizational leadership

The next ED will lead BCI's talented team, providing steady and inspirational leadership. They will enhance a culture of collaboration and open communication, breaking down silos and lowering barriers to meaningful cross-functional input in a fully remote workplace environment. They will balance the urgency of BCI's ambitious science and conservation goals with an eye to maintaining a healthy work-life balance for staff. As the primary liaison to the Board of Directors, they will support the ongoing development of Board members and organizational governance. They will build alignment across the organization on policies and priorities and ensure the organization has the necessary skills and competencies at all levels to advance its mission and strategic plan.

Facilitate BCI's approach to collaborative science and conservation efforts

BCI has made meaningful contributions in driving cutting-edge science on the importance of bats to global ecosystems and economies, developing science-based and provable methods of protecting bats, and on-the-ground international conservation efforts for bats and their communities. These priorities are foundational to BCI's work and intertwined. The next ED will be a thoughtful steward and champion of these contributions, facilitating the ways each can inform the other for continued success.

Represent BCI externally, thoughtfully steward its global reputation, and expand partnerships

As BCI's chief ambassador, they will enhance the organization's external reputation with its numerous partners and supporters. They will be a persuasive advocate on behalf of BCI and bats and will be comfortable communicating with a wide range of people and entities. In particular, they will advance BCI's reputation and partnerships with NGOs and governments on a global scale, focusing on the key regions and habitats of the most vulnerable bat populations.

Additionally, throughout its history, BCI has inspired individuals to become bat supporters and BCI members through real world experiences. Supporting this deep connection with the natural world and inspiring personal stories remains a commitment of BCI and the ED will be at the forefront of developing the next generation of bat supporters.

QUALIFICATIONS AND CHARACTERISTICS

The next Executive Director will bring many, if not all, of the following qualifications and characteristics:

- Significant management and leadership experience, ideally in a nonprofit environment
- Strong background in donor development and Board cultivation
- Significant experience in governance, financial management, operations, compliance, personnel management, culture, and Board functions in a nonprofit or business environment
- A strong public presence, infectious passion for conservation, and a deep curiosity about bats and their importance to global ecosystems – experience in conservation, particularly of bats or their habitats, is a plus
- An inclusive, empathetic leadership style, the ability to authentically build trust, keen emotional intelligence, and the ability to listen and incorporate input into decisions
- The ability to lead large, diverse, global teams with cross-cultural competence and navigate complex funding environments
- A deep appreciation for and literacy in science and its role in effective, impactful conservation
- Excellent communication skills across a range of audiences, both internal and external, and the ability to represent an organization with integrity, transparency, and passion
- The ability to handle constructive disagreement and make clear decisions
- Knowledge of the international conservation landscape and BCI's key partners across the globe
- Experience managing institutional growth and change, and collaborative team-building skills

COMPENSATION AND LOCATION

As a remote organization, the ED will not be required to relocate for the position. Significant domestic and international travel is required, both for in-person convenings of BCI staff and to support BCI's on-the-ground global conservation work.

While the final compensation will depend on the final candidate's experience and qualifications, the salary range is expected to fall between \$275k-\$305k.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/bat-conservation-international/executive-director>.

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Bat Conservation International is proud to be an Equal Opportunity Employer committed to a diverse, equitable, and inclusive workplace. We value and celebrate the full humanity of our people, who they are and the perspectives they bring.

BCI does not discriminate based on race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or expression, veteran status, or any other legally protected status. We believe our differences make us stronger and enable us to work, learn, and lead together in service of our mission.

This document has been prepared based on the information provided by Bat Conservation International. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Bat Conservation International would supersede any conflicting information in this document.