



Executive Director and Chief Executive Officer
New Jersey League of Conservation Voters
Trenton, New Jersey

People. Planet. Politics.

THE SEARCH

The New Jersey League of Conservation Voters (New Jersey LCV), New Jersey's statewide political voice for the environment, seeks a strategic and mission-driven Executive Director and Chief Executive Officer to lead this dynamic family of organizations into its next chapter of impact at a pivotal moment in environmental policy for New Jersey and the nation. A nonpartisan, nonprofit organization, New Jersey LCV focuses on electing environmental champions, holding elected officials accountable, and advocating for policies that protect clean air, clean water, and open space.

New Jersey LCV was established in 2010 as New Jersey's state affiliate of the broader League of Conservation Voters movement, which itself was founded nationally in 1970 to bring environmental advocacy directly into the political and electoral arena. Over the past decade and a half, the organization has grown from a relatively small statewide effort into one of New Jersey's most visible and impactful environmental advocacy and electoral organizations with a \$4.5 million budget, a growing staff, and increasing political influence across the state. Sitting at the intersection of advocacy, politics, coalition-building, and public engagement, New Jersey LCV is uniquely positioned. Unlike many traditional environmental nonprofits that focus primarily on education or litigation, New Jersey LCV was built to exercise political influence: endorsing candidates, mobilizing voters, shaping legislation, and building durable public support for environmental priorities.

With a new strategic planning process ahead, this is a compelling opportunity for the next Executive Director and CEO to partner with the boards and staff to develop a strong vision and future direction for the organization. In alignment with the organization's missions and values, the next Executive Director and CEO will bring a strong track record of strategic executive leadership, fundraising success, coalition-building, and leading high-performing teams within complex advocacy, political, nonprofit, or mission-driven environments.

They will galvanize this high-functioning team, the boards, external partners, and political leaders, bringing diverse groups together for a shared purpose and honoring community leadership. Experience with strategic planning, team management, internal culture, external engagement and partnerships, and fundraising, revenue generation, and financial management will be pivotal to the success of the Executive Director/CEO and New Jersey LCV. This position calls for a people-first leader with outstanding abilities in communication and collaboration, as well as proven organizational management skills, who will invest in talented environmental advocacy leaders within the New Jersey LCV team and across the broader movement.

The opportunity is not simply to lead an environmental nonprofit. It is an opportunity to lead a mature, increasingly influential institution at a moment when securing clean energy, preserving parks and open spaces, protecting clean water and air, advancing environmental justice, and promoting democratic engagement are converging in powerful ways across New Jersey and the nation.

Combining advocacy, electoral strategy, coalition leadership, communications, and public policy work in a way that few statewide environmental groups do, New Jersey LCV's evolution from a young affiliate organization into a recognized political and policy force reflects both the scale of environmental challenges facing New Jersey and the growing expectation that environmental leadership must operate effectively in government, elections, and public life simultaneously.

New Jersey LCV has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, nominations, and applications should be directed in strict confidence to the firm as indicated at the end of this document.

THE NEW JERSEY LCV FAMILY OF ORGANIZATIONS

Founded to serve as New Jersey's leading environmental political voice, New Jersey LCV has spent 15 years advancing policies and electing leaders committed to protecting clean air, clean water, open space, and environmental justice across the state. As part of the broader national League of Conservation Voters movement, New Jersey LCV has built a reputation as a trusted and influential convener of policymakers, advocates, community leaders, and voters working toward a more sustainable and equitable future for all New Jerseyans. Today, New Jersey LCV operates through an integrated "family of organizations" model that combines advocacy, education, electoral engagement, and independent political activity into a coordinated statewide strategy.

The New Jersey League of Conservation Voters operates as a 501(c)(4) social welfare advocacy organization that advances legislative priorities, holds elected officials accountable, and advocates for strong environmental policies at the state and local levels. Focused not only on electoral endorsement work, New Jersey LCV works in service of voters as its name indicates, emphasizing a core organizational commitment to democracy and democratic institutions. New Jersey LCV partners with civic, voting rights, and democracy organizations in New Jersey and across the regional and national networks, alongside

national LCV and aligned partners. The organization's next leader will lead in a moment when democratic institutions are under strain, and will advocate for an equitable, just, and inclusive democracy.

New Jersey LCV's political and electoral work is carried out through the New Jersey LCV Political Action Committee (New Jersey LCV PAC) and the New Jersey LCV Victory Fund (New Jersey LCV VF). The PAC supports endorsed candidates through direct campaign engagement and traditional political activity. The Victory Fund—the organization's independent expenditure arm and New Jersey's only environmental Super PAC—conducts large-scale voter outreach, communications, and electoral advocacy in competitive races across the state. Together, these entities reflect New Jersey LCV's belief that meaningful environmental progress requires both strong policy advocacy and sustained political engagement. In recent years, the organization has expanded its statewide electoral investments and strengthened its role as a significant force in New Jersey environmental politics.

The [New Jersey LCV Education Fund](#) (New Jersey LCVEF) is organized as a 501(c)(3) charitable organization focused on public education, leadership development, nonpartisan civic engagement, coalition building, and advancing equitable environmental solutions through research and community outreach. New Jersey LCVEF works to educate the public and decision-makers on critical environmental and public health issues, strengthen democratic participation, and cultivate the next generation of environmental leaders throughout New Jersey. Through initiatives such as [Enviro Fix in '26](#), the Education Fund convenes environmental, public health, labor, and community stakeholders to advance long-term policy priorities tied to climate resilience, clean water, and sustainable infrastructure.

Working in close alignment while maintaining compliance with federal nonprofit regulations governing 501(c)(3) and 501(c)(4) organizations, the two entities operate under coordinated missions and a shared leadership structure, enabling the organization to effectively integrate education, advocacy, civic engagement, and public policy strategies to maximize statewide impact. Together, New Jersey LCV and New Jersey LCVEF have become a powerful force in shaping New Jersey's environmental future—mobilizing communities, elevating underrepresented voices, convening diverse coalitions, and driving policy solutions that address climate change, public health, environmental equity, and civic engagement.

Grounded in a commitment to environmental justice, racial justice, equity, and inclusive civic participation, New Jersey LCV recognizes the disproportionate environmental burdens faced by low-income communities and communities of color and has incorporated these priorities throughout its advocacy, coalition-building, and public engagement efforts. New Jersey's [2020 Environmental Justice Law \(P.L. 2020, c. 92\)](#) is foundational to the state's policy landscape. New Jersey LCV's staff, boards, and organization maintain racial equity as a core value, rooted in the realities experienced by New Jersey communities and the partnerships New Jersey LCV has built with organizations led by people of color. Importantly, these partnerships are based on mutual accountability rather than one-way support. With a growing statewide membership and supporter network, New Jersey LCV collaborates across sectors while elevating environmental issues as central to the future of New Jersey's communities, economy, and public institutions.

The next Executive Director and Chief Executive Officer will lead New Jersey LCV at a pivotal moment for environmental policy and civic leadership. The role offers the opportunity to guide a sophisticated, highly visible advocacy enterprise spanning public policy, electoral strategy, coalition leadership, organizational growth, fundraising, and statewide stakeholder engagement.

ROLE OF THE EXECUTIVE DIRECTOR AND CEO

The Executive Director and CEO of New Jersey LCV will serve as the organization's chief executive and strategic leader, responsible for advancing the organization's mission to protect and promote environmental progress throughout New Jersey. Reporting to the Boards of Directors of the 501(c)(3) and 501(c)(4) organizations, the Executive Director and CEO will oversee an organization with an annual operating budget of approximately \$4.5 million and lead a dedicated staff team of approximately 20 full and part-time professionals across advocacy, policy, communications, development, political engagement, and operational support functions. This leader will provide vision, operational oversight, and organizational leadership while ensuring the continued growth, effectiveness, and long-term sustainability of the organization and its affiliated entities.

The Executive Director and CEO will be a highly visible relationship-builder and coalition leader, fostering and cultivating meaningful partnerships with political leaders, community advocates, philanthropic partners, labor and business stakeholders, environmental and clean energy advocates, environmental justice organizations, racial justice organizations, voting rights and democracy partners, and peer state advocacy organizations in the regional progressive policy network. As the organization's primary external ambassador, this individual will strengthen New Jersey LCV's influence and expand its reach by building broad-based support for environmental and climate priorities. The successful candidate will also be an accomplished fundraiser with a demonstrated ability to partner with a development team to diversify and grow donor pipelines across major gifts, institutional philanthropy, grassroots supporters, and strategic partnerships, ensuring the organization's financial resilience and continued impact.

Given the organization's prominent role within the state, the Executive Director and CEO must possess strong political acumen and a nuanced understanding of New Jersey's political landscape, including the ability to navigate complex relationships with elected officials, policymakers, advocates, and stakeholders across the political spectrum. This leader must be both strategic and diplomatic, capable of advancing the organization's priorities while maintaining credibility and productive relationships in a dynamic and often fast-moving political environment.

Internally, the Executive Director and CEO will be a collaborative and empowering people manager, deeply committed to building a strong organizational culture and investing in staff development. This leader will support professional growth opportunities, strengthen internal systems and team structures, and uphold an inclusive, mission-driven workplace. The role also presents an opportunity to guide the organization through an upcoming strategic planning process, requiring a leader who brings strong strategic instincts and a demonstrated track record in operational management and long-term institutional growth. Working in partnership with the boards and senior leadership team, the Executive Director and CEO will help shape

and implement a forward-looking strategic vision that positions the organization for continued policy impact, political relevance, and organizational growth throughout New Jersey.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR AND CEO

Represent New Jersey LCV in key political and policy forums and foster meaningful partnerships across the state.

The Executive Director and CEO will be a key coalition-builder, developing and sustaining strong relationships with politicians and public officials, community leaders, labor and business stakeholders, environmental and clean energy advocates, environmental justice organizations, and grassroots advocates throughout New Jersey. They will work collaboratively across sectors to build trust, align shared priorities, and strengthen New Jersey LCV's role as a unifying voice within the state's environmental and climate advocacy landscape. The Executive Director and CEO will also represent the organization in high-level conversations and partnerships that advance equitable environmental policies, broaden community engagement, and increase New Jersey LCV's visibility, influence, and statewide impact.

Advance the work and provide leadership from within the broader progressive state policy ecosystem.

New Jersey LCV's impact does not stop at the state line. Major regional interstate contributions have included interstate pipeline and fracking fights, regional grid advocacy, and watershed and stormwater partnerships. Through existing networks with other state leagues and the broader Conservation Voters Movement, New Jersey LCV works in close partnership to share what works and to extend New Jersey's influence as a state that other states look to on environmental policy, and the new Executive Director and CEO will lead to continue driving these critical collaborations. National LCV brings federal advocacy, shared infrastructure, a planetary scale framework, and funding at scale. This leader will work closely with national LCV as both a partner and major funder of New Jersey LCV.

Expand and diversify fundraising efforts across major donors, institutional philanthropy, grassroots supporters, and strategic partnerships, including with the national LCV organization.

The Executive Director and CEO will play a leadership role in strengthening and diversifying New Jersey LCV's fundraising strategy to ensure the organization's long-term financial sustainability and continued policy and political impact. They will cultivate and steward relationships with major donors, foundation and corporate partners, and grassroots supporters while identifying new revenue opportunities that broaden and deepen the organization's funding base. Working closely with the Boards of Directors and the Chief Development Officer and his team, the Executive Director and CEO will lead high-level fundraising efforts, serve as a compelling ambassador for the organization's mission, and develop strategies that align fundraising priorities with New Jersey LCV's advocacy, political, and organizational goals.

Partner closely with the Boards of Directors to strengthen governance, expand board membership, and cultivate bipartisan representation and engagement.

Working in close partnership with the Boards of Directors, New Jersey LCV's next leader will strengthen organizational governance, enhance board engagement, and support the continued growth and effectiveness of the organization's leadership structure. This individual will help identify, recruit, and cultivate new board members who bring diverse professional backgrounds, statewide perspectives, and bipartisan relationships that align with New Jersey LCV's mission and long-term strategic goals. The Executive Director and CEO will also serve as a trusted advisor to the boards, ensuring strong, transparent communication, thoughtful strategic alignment, and active collaboration on organizational priorities and external engagement efforts.

Strengthen organizational infrastructure, systems, and team structures to support continued growth and operational excellence.

The Executive Director and CEO will strengthen New Jersey LCV's internal infrastructure, organizational systems, and team structures. The next leader, together with support from the Chief Operating Officer, will assess and enhance operational processes, improve cross-functional collaboration, and ensure the organization is equipped with the systems, staffing models, and management practices necessary to operate efficiently and effectively. They will also prioritize staff development and organizational capacity-building, continuing to foster a high-performing, mission-driven culture that supports accountability, professional growth, and operational excellence across the organization.

Lead, mentor, and develop a mission-driven staff team while creating clear professional development pathways for emerging leaders.

New Jersey LCV's next leader will build upon a collaborative, mission-driven staff culture grounded in accountability, transparency, and shared purpose. This leader will mentor and support team members across all levels of the organization, with a particular emphasis on developing emerging leaders and creating meaningful opportunities for professional growth and advancement. Through strong people management, thoughtful coaching, and clear organizational communication, the Executive Director and CEO will further develop an inclusive and high-performing work environment that empowers staff, strengthens retention, and builds long-term organizational capacity.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring many of the following professional experiences and attributes:

- Passion for and demonstrated commitment to the missions and values of the New Jersey LCV family of organizations
- Fluency in climate policy and the energy transition, and in biodiversity policy and ecological framing, and the ability to articulate how state-level work contributes to national and planetary scale outcomes

- Proven experience with and success developing, launching, and leading campaigns and grant-specific programs, with delivery of proven outcomes
- Strategic and political acumen to lead against an organized fossil fuel opposition apparatus
- Exemplary organizational leadership and management skills: experience defining clear roles and responsibilities, establishing transparent shared decision-making processes and channels, laying out plans with key metrics and deliverables, and executing against those deliverables
- Ability to recruit, inspire, mentor, and retain a dedicated, diverse, and talented staff and to place a high priority on the professional development of staff
- A people-first leader with a clear and galvanizing communication style, a high level of emotional intelligence, the ability to listen well and apply feedback, and the ability to lead decisively
- Adept at fostering dialogue with multiple and, at times, aggressively competing constituencies, building coalitions, and achieving results through influence, empowerment, and understanding
- A demonstrated commitment to diversity, equity, inclusion, racial equity, and environmental justice; demonstrated racial equity in management, governance, and practice
- Proven record of fundraising success, relationship development, and ability to passionately communicate the vision and relevance of the mission with potential supporters and donors
- Comfort navigating ambiguity and communicating around divergent and competing priorities
- Experience working in the context of an advocacy organization is desired
- Experience working with affiliated 501(c)(3) and 501(c)(4) organizations is a plus

COMPENSATION AND LOCATION

Compensation for this position will be competitive, with an anticipated salary range between \$180,000 - \$220,000. Information about New Jersey LCV's benefits, employee programs, and organizational culture can be found [here](#).

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/new-jersey-league-conservation-voters/executive-directorchief-executive-officer>

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New Jersey LCV is an equal opportunity employer. The organization is committed to creating a diverse environment and is proud to be an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin or ancestry, genetics, disability, age, marital status, familial status, domestic partnership status, civil union status, pregnancy, atypical hereditary cellular or blood trait status, or veteran status.

This document has been prepared based on the information provided by the New Jersey League of Conservation Voters. 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 the New Jersey League of Conservation Voters would supersede any conflicting information in this document.