



Ducks Unlimited Canada

OPPORTUNITY PROFILE

Regional Manager of Conservation Restoration (Prairies Region)



About Ducks Unlimited Canada (DUC)

Our strength comes from working together

Ducks Unlimited Canada is our country's largest nature conservancy and recently celebrated 85 years of excellence in wetland conservation. Since our humble beginnings, our work has come to be recognized worldwide for the significant value it provides not just to species and biodiversity but also to people and communities where wetlands serve as nature-based solutions to floods, droughts, water pollution and the impacts of climate change. Our strength comes from working together and partnering with all who care about the landscape to help deliver our mission.

Our Mission: To conserve, restore and manage wetlands and associated habitats for the benefit of North America's waterfowl. These habitats also benefit other wildlife and people.

Our Vision: Clean water and healthy wetlands for all waterfowl, wildlife and people.

Ducks Unlimited Canada is a passionate community of people who believe that nature is the foundation of strong communities, a prosperous economy and a sustainable future that supports the hopes and dreams of the next generation. Together, we conserve and restore some of the most valuable and threatened landscapes on the planet.

Our Work: We conserve, restore and manage wetlands and grasslands to benefit waterfowl, wildlife and people. Our goal is to ensure abundant wetlands and waterfowl for generations to come while improving Canadian lives. Waterfowl are migratory. That's why our conservation efforts impact diverse areas across the entire country, including your community.

Our Approach: Since 1938, we've completed more than 12,000 conservation projects. We have directly conserved over 3.6 million hectares (9 million acres) of habitat, and we have worked with partners in government and industry to shape policy and management practices to advance conservation outcomes on over 80 million hectares (200 million acres) of lands and waters across Canada. Despite this remarkable progress, our mission has perhaps never been so important as it is today. Across Southern Canada, over 70% of wetlands have been lost and Canada loses an estimated 32 hectares (80 acres) of wetland habitat every day. We are committed to working with governments, business, communities, and landowners to reverse this trend and preserve and expand Canada's natural wetland heritage.

To learn more visit www.ducks.ca



The Opportunity

Reporting to the Director of Regional Operations (DRO), the Regional Manager of Conservation (RMC), is a key member of the Regional Leadership Team, responsible for leading wetland and upland restoration efforts across the Prairie Provinces, managing all functions and activities occurring in pursuit of DUC's business plan goals within a regional jurisdiction. The RMC - Restoration oversees a team of 25 staff, a budget of between \$8M to \$10M, and program delivery in the restoration team, while fostering collaboration across National Business Units and the regional delivery team(s). This role ensures sustainable funding for conservation programs and supports partnerships with Indigenous communities, government, industry, and other key partners or partner and collaborators.

Key Roles & Responsibilities

Team Leadership & Human Resource

- Oversee professional development within the regional team and create opportunities for individuals identified as potential leaders within DUC. This includes, in collaboration with Human Resources and the Regional Leadership Team, the development of succession planning within the region.
- Support recruitment, performance management, and professional development.
- Ensure DUC's corporate policies are adhered to and efficiently implemented in the workplace. This includes serving as a role model in observing DUC policies and procedures.

Program Delivery

- Lead development of regional objectives and delivery plans for securement programming to support DUC's strategic and business plans to meet annual habitat and non-mission-based objectives (CPRO).
- Collaborate with national teams to ensure consistency and appropriate priorities are established from an ecological perspective.
- Contribute, as requested, to development of national conservation plans and strategies.
- Set priorities and long-term goals for habitat securement and restoration.



- Oversee regional budgeting and financial planning.
- Secure and manage funding for conservation initiatives, including collaboration with Development team where appropriate.
- Ensure adherence to legal, regulatory, and organizational policies.
- Monitor and report on program outcomes and impact.

Stakeholder & Partnership Engagement

- Develop and maintain key relationships with conservation, industry, government and indigenous partners to ensure the successful implementation of conservation programming within the region. This is a shared and collaborative responsibility with other members of the Regional Leadership Team.
- Representing the organization in regional and national forums.

Cross-Functional Collaboration

- Collaborate with other Regional Management Teams to ensure the delivery of annual objectives and success of the Region across the Provinces.
- Collaborate with national fundraising staff including CPRO and Sustainability Solutions, to advance DUC's revenue generation goals.
- Collaborate with the Regional Leadership Team to assist Senior Leadership Team in stewarding DUC's Board of Director members within the Region.
- Support development and stewardship of DUC's identity with partners and clients as well as supporting national brand development initiatives.
- Collaborate with IGR Team to ensure the success and advancement of policy, regulation for the benefit of prairie habitat.



The Person

Qualifications & Education Requirements

- A minimum of eight (8) years of experience in conservation program delivery working collaboratively with partners, along with a proven ability to lead, develop, and inspire a team to achieve organizational goals.
- Bachelor's degree in a conservation-related field, with a strong academic foundation in disciplines such as Environmental Science, Natural Resource Management, Biology/Ecology, Environmental Policy, or Conservation Law.
- Ability and willingness to travel extensively within the Prairie Provinces is required.

Knowledge

- Proven leadership in dynamic, multi-stakeholder environments
- Strong collaborator with internal teams and external partners
- Innovative, with excellent communication and promotional skills
- Strategic thinker with a clear understanding of organizational impact
- Skilled in leading and inspiring diverse teams toward mission-driven results
- Strong financial/budgeting, project management, and business skills
- Knowledge of the non-profit or conservation sector is an asset
- Breadth of knowledge across diverse conservation processes (wetland restoration, habitat management, policy compliance, stakeholder engagement) is required.

Communication/Customer Service/Interpersonal

- Acts as a key representative of DUC within the region, maintaining and strengthening strategic relationships across internal teams, government agencies, Indigenous communities, industry partners, and local stakeholders.



- Serves as a visible and proactive presence in the community, staying attuned to emerging issues and opportunities that may impact conservation efforts or organizational priorities.
- Communicates with clarity, confidence, and professionalism, and can serve as a spokesperson for DUC in both formal and informal settings.
- Demonstrates exceptional interpersonal and negotiation skills to build trust, resolve conflicts, and align diverse interests around shared conservation goals.
- Leads with authenticity and influence, inspiring staff, volunteers, and partners through transparent communication, collaborative engagement, and a strong commitment to DUC's mission.
- Balances strategic messaging with operational realities, ensuring that communications are timely, inclusive, and aligned with organizational values and regional priorities.

Problem Solving/Decision Making

- Demonstrates advanced problem-solving and decision-making skills to lead the planning and execution of complex conservation initiatives across diverse landscapes.
- Analyzes ecological, operational, and stakeholder data to make informed, timely decisions that align with national conservation goals and regional priorities.
- Anticipates challenges and proactively develops adaptive strategies to address environmental, regulatory, and logistical constraints.
- Balances competing demands—such as budget limitations, partner expectations, and ecological outcomes—while maintaining focus on long-term impact.
- Exercises sound judgment in high-stakes situations, often with incomplete information, and ensures decisions are transparent, defensible, and mission-aligned.
- Collaborates with internal teams and external partners to co-create practical, innovative solutions that support sustainable conservation outcomes.
- Makes timely decisions on project prioritization, risk mitigation, and resource allocation; may manage urgent or sensitive situations.



Leadership/Coaching

- Provides strategic leadership and operational oversight to ensure the successful delivery of conservation programs.
- Leads the planning and execution of initiatives in key target landscapes, translating national priorities into regionally tailored, high-impact actions.
- Guides and supports multidisciplinary teams through clear direction, performance coaching, and capacity-building efforts, fostering a culture of accountability, innovation, and continuous improvement.
- Acts as a mentor and role model, empowering staff to take ownership of their work while aligning efforts with broader organizational objectives.
- Collaborates across departments and with external partners to ensure integrated, landscape-level conservation outcomes.
- Demonstrates strong situational leadership, adapting style to meet the needs of individuals and teams while navigating complex challenges and change.
- Champions DUC's mission and values through inclusive leadership practices that inspire commitment, trust, and excellence in conservation delivery.
- Regional team size ranges from 20 to 60 staff.

Planning

- Supports the development and implementation of regional conservation plans that directly contribute to achieving national business plan objectives.
- Translates strategic goals into actionable priorities by identifying key landscapes, setting measurable targets, and aligning resources to maximize ecological impact.
- Engages in long-range and annual planning processes, integrating scientific data, partner input, and organizational capacity to ensure effective and adaptive program delivery.
- Coordinates with internal teams and external stakeholders to align timelines, budgets, and deliverables, while anticipating risks and adjusting plans as needed.



- Monitors progress against goals, evaluates outcomes, and uses insights to inform future planning cycles, ensuring continuous improvement and alignment with DUC's mission and conservation priorities.
- It is the primary responsibility of these managers to deliver the conservation program that fulfills more than 90% of the national business plan goals. This extraordinary level of delivery planning in key target landscapes is their prime responsibility.

Accountability/Impact of Decisions

- Holds significant accountability for the management of human and fiscal resources, with oversight of regional budgets typically ranging from \$5–50 million.
- Exercises signing authority up to \$350,000, making decisions that directly influence the financial health, operational efficiency, and conservation impact of the organization.
- Responsible for ensuring that expenditures, contracts, and resource allocations align with approved budgets, strategic priorities, and compliance standards.
- Decisions made in this role have substantial implications for Ducks Unlimited Canada's reputation, partner relationships, and ability to deliver on national conservation goals. Errors in judgment or mismanagement of resources could result in financial loss, reputational damage, or missed conservation opportunities.
- The role requires a high level of discretion, analytical thinking, and risk awareness to navigate complex, multi-stakeholder environments and ensure that decisions are both fiscally responsible and mission-aligned.

Skills & Attributes

Presence / Relationship Skills: Inspiring presence; charismatic; outstanding relationship skills; able to forge partnerships. Possesses the political savvy, diplomacy, nuance, and passion to generate respect and inspire confidence with government, Board Directors, staff, partners, and other key stakeholders.

Business Acumen: Strong, perceptive business leader capable of running a medium-sized team. Able to make decisions with long-lasting implications and take full accountability for them. Has managed a large budget.



Leadership: Is an inspirational team leader and culture builder able to foster constructive relationships with staff at all levels and motivate volunteers and supporters. Provides visible leadership and a clear sense of direction to a distributed team and effectively manages by holding him/herself and team accountable. Is a coach and mentor.

Strategic: A strategic thinker with experience devising conservation strategies that meet current and future needs. Experienced identifying opportunities and anticipating challenges, both in internal and external environments.

Communication and Advocacy Skills: An articulate and compelling communicator capable of being a strong advocate and champion. Able to deliver key messages to any audience. Combines superior oral skills with equally strong written skills. Able to build the brand and profile of DUC in the wider community.

Innovative: Open-minded to new ways/markets/technology; generates new solutions that can be successfully implemented.

Compensation

A competitive compensation package will be offered, including an attractive base salary and comprehensive benefits. Full details will be discussed during the interview process.

Express Your Interest

Leaders International values diversity, equity, and inclusion in all aspects of our operations. We invite candidates to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Wendy Romanko** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search
www.leadersinternational.com