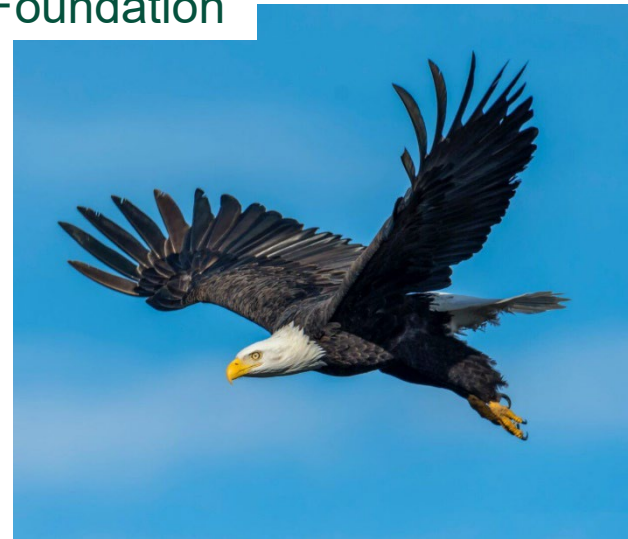




# Duke Farms

A Center of the Doris Duke Foundation



## POSITION PROFILE

Duke Farms Deputy Executive Director  
of Science and Conservation

2024







**Duke Farms seeks an experienced, visionary, collaborative leader to serve as the Deputy Executive Director of Science and Conservation.**

Duke Farms, a center of the Doris Duke Foundation, restores nature, demonstrates equitable climate solutions and engages leaders through the work performed on the 2,700-acre property. The Deputy Executive Director of Science and Conservation of Duke Farms will provide visionary leadership and strategic oversight for all natural resources stewardship and agroecology initiatives, positioning Duke Farms as a world-class center for applied conservation and sustainability.





## ABOUT DUKE FARMS

Duke Farms, a 2,700-acre environmental center of the Doris Duke Foundation in Hillsborough, N.J., is leading a strategic transformation with a focus on three core pillars: restoring nature and ecosystem services in fragmented peri-urban landscapes; demonstrating nature-positive and equitable climate transition strategies; and engaging leaders and the public with the wonder of nature to spark meaningful change. Building on a solid foundation of land stewardship, conservation and regenerative agricultural initiatives, Duke Farms is poised to drive greater impact.

The diverse landscape, which includes riparian floodplains, managed grasslands, pollinator meadows and mature forests, is not just a haven for over 30 species of concern, 523 plant species and 247 bird varieties, but also a living laboratory for innovative environmental practices. Duke Farms offers more than 1,000 acres of public space, with 18 miles of walking trails and 12 miles of bicycle trails, inviting visitors to engage with nature and cultivate a deep sense of environmental stewardship.

Duke Farms embodies the challenges and solutions needed to achieve a nature-positive, carbon-negative world. The ongoing commitment to conservation, environmental restoration and ecological research has demonstrated that restoring biodiversity and enhancing ecosystem services in degraded landscapes is not just possible but essential. This work, rooted in the charitable legacy of Doris Duke, is crucial for addressing global environmental challenges, positioning Duke Farms as a leader in environmental innovation—locally in New Jersey, regionally and on the world stage.

**2.7K**  
ACRES

**523**  
PLANT SPECIES

**10+**  
YEARS OF  
PUBLIC ACCESS

**2**  
LEED PLATINUM  
BUILDINGS

**247**  
BIRD SPECIES



**DORIS DUKE  
FOUNDATION**

## ABOUT THE DORIS DUKE FOUNDATION

The Doris Duke Foundation (DDF) was established in 1996 through the last will and testament of Doris Duke. The foundation includes 120 employees and is based in New York. DDF's mission, grantmaking programs and centers are guided by the will of Doris Duke, who endowed the foundation with financial assets that currently total over \$2 billion. DDF's values include Integrity, Excellence, Openness and Imagination, Collaboration and Diversity, Equity and Inclusion. The Doris Duke Foundation operates **Duke Farms** (publicly accessible since 2012) and **Shangri La**, two centers (former residences of Doris Duke) that serve the public directly, and funds **Rough Point**, which is operated by the **Newport Restoration Foundation**.

### MISSION

***Building a more creative, equitable and sustainable future.***

The mission of the Doris Duke Foundation is to build a more creative, equitable and sustainable future by investing in artists and the performing arts, environmental conservation, medical research, child well-being and greater mutual understanding among diverse communities.



Founder Doris Duke was born in 1912 in New York City. A lifelong philanthropist and adventurer, she used her inheritance as the only child of James Buchanan (J.B.) Duke, a founder of the American Tobacco Co. and Duke Energy Co., to travel the world, engage in creative and environmental interests and support causes to improve the health and well-being of children and communities.

The Doris Duke Foundation currently operates five national grantmaking programs:

- **Performing Arts** – Artists are supported with the creation and public performance of their work, with a particular focus on contemporary dance, jazz and theater.
- **Medical Research** – DDF strives to advance the prevention, diagnosis and treatment of diseases by strengthening and supporting clinical research.
- **Environment** – The foundation seeks to ensure a thriving, resilient environment for wildlife and people and to foster an inclusive, effective conservation movement.
- **Child Well-being** – The aim is to promote children's healthy development and protect them from abuse and neglect.
- **Building Bridges** – The foundation elevates U.S. Muslim storytelling with the goal of increasing mutual understanding and well-being among diverse populations for the benefit of building stronger, inclusive communities.



PERFORMING ARTS



MEDICAL RESEARCH



ENVIRONMENT



CHILD WELL-BEING



BUILDING BRIDGES





## THE POSITION

### Deputy Executive Director of Science and Conservation

Duke Farms is in an exciting period of transformation: evolving from a beloved regional amenity for nature experiences to a world-class center for applied conservation and science. The inaugural Deputy Executive Director of Science and Conservation will play a central role in leading this transformation by conceiving, developing and implementing environmental restoration and conservation programs that address nationally and globally important nature and climate issues.

The core charge of the Deputy Executive Director of Science and Conservation, as the executive of record for all land and nature management activities at Duke Farms, will be to develop and lead the implementation of a visionary strategy that makes Duke Farms a national leader in the role of environmental restoration and conservation in promoting biodiversity and accelerating the global sustainability transition.

The Deputy Executive Director will lead a team focused on managing agricultural and natural lands for maximum biodiversity, particularly for threatened and endangered species; developing, implementing and evaluating natural climate solutions that restore biodiversity while storing carbon and promoting climate resilience; and developing and promoting science-based research and evaluation methods that address significant conservation challenges. The Deputy Executive Director will also be expected to imagine, plan and build partnerships that enable Duke Farms to participate in nationally and globally significant research and policy development.

#### Responsibilities

**Strategic Leadership and Vision:** Lead Duke Farms in its transition from a regional amenity for nature experiences to a world-class center for applied conservation and sustainability.

- Develop and execute a comprehensive strategy for natural resources stewardship and agroecology that aligns with Duke Farms' strategic priorities.
- Envision, develop and lead programs that establish a leadership position for Duke Farms in restoration and conservation, including through ambitious partnerships with esteemed organizations.
- Cultivate a powerful network of leaders and practitioners who can extend Duke Farms' influence and reach.
- Represent Duke Farms as a thought leader in conservation, agroecology and climate resilience at regional, national and international forums.

**Operational Oversight:** Direct Duke Farms' applied research and land management and environmental restoration priorities, ensuring that our work is grounded in the latest scientific understanding and best practices.

- Oversee implementation of stewardship and restoration activities at Duke Farms, ensuring the integration of biodiversity, climate resilience and regenerative agricultural practices.

- Build and manage the Natural Resources and Agroecology teams.
- Develop and manage the annual budget for the Natural Resources and Agroecology departments, ensuring efficient allocation of resources.
- Provide enterprise leadership by serving on the Duke Farms Executive Leadership team and the Doris Duke Foundation Management Group.

**Resource Mobilization and Management:** Develop and execute a comprehensive strategy to secure a diversified portfolio of resources to support Duke Farms’ conservation work to ensure long-term financial sustainability.

- Collaborate with the Executive Director and other senior leaders to integrate resource mobilization strategies with overall organizational goals and priorities.
- Identify and secure funding opportunities, including grants, partnerships and sponsorships, to support strategic initiatives.
- Cultivate and maintain relationships with key partners.

## Qualifications

- Established track record of credible leadership in environmental science, ecology, natural resource management or a related field. PhD in a relevant field, or equivalent experience, preferred. Strong understanding of natural climate solutions, biodiversity conservation and sustainable agriculture practices.
- Demonstrated entrepreneurial mindset. A track record of program and organizational development.
- Proven ability to build high-impact partnerships.
- Excellent leadership, communication and interpersonal skills, with the ability to effectively engage with diverse stakeholders and build alliances across sectors.
- Proven ability to think creatively and strategically about resource development, with a keen understanding of the funding landscape and emerging trends in conservation finance, impact investing and other innovative financing mechanisms.

## Compensation and Benefits

- Anticipated hiring salary range is \$143,200-\$179,000, and the final offer will depend on experience.
- Industry-leading benefits, including a 15% employer contribution to 401(k), comprehensive health insurance, four weeks paid vacation with additional time off, and matching gift benefits of up to \$20,000 per year — all designed to support employees’ well-being, productivity and engagement.

## VALUES

The following values underpin everything DDF does in pursuit of its mission across the Doris Duke Foundation:

- **Integrity:** We must be honest and ethical in all that we undertake. As a private foundation, we are accountable to the many stakeholders affected by our work.
- **Excellence:** We will insist on the highest standards of performance in fulfilling our mission, will ground our work in best practices and will make decisions based on the best available information.
- **Openness and Imagination:** We will be a listening and learning organization that is responsive to ideas and opinions from a variety of sources. We value imagination and creativity, the ability to think in new ways about the work we do and how we do it.
- **Collaboration:** We value a collaborative and supportive environment in which to advance our mission and objectives. Creating a working environment that promotes trust, honesty and respect within our organizations is as important as earning the trust and respect of our colleagues and peers in the fields in which we work.
- **Diversity, Equity and Inclusion:** We believe in the essential value that a diverse set of perspectives, experiences and abilities brings to the table. Our commitment to the values of diversity, equity, inclusion, and social justice is an ongoing, active engagement reflected in our funding areas, grantees, museums, centers, board, and staff. At the core of our work is a dedication to serving and learning from organizations and individuals addressing inequities and working toward a more just, healthy, and inclusive society. *(Learn more about DDF’s commitment to [diversity, equity and inclusion](#), and how this value is incorporated into all aspects of work.)*





## HOW TO APPLY

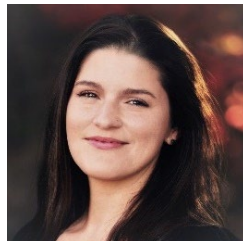
Acceptance of inquiries, nominations, and applications will begin immediately. Applicants are asked to submit materials **before or by October 14, 2024**. Interested candidates should submit a letter of interest and CV/résumé for consideration. All applications and nominations will be held in strict confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su424>

### EEO STATEMENT

*The Doris Duke Foundation is committed to inclusive hiring and equal employment opportunity. DDF strongly encourages candidates of all identities, experiences, orientations and communities to apply. DDF's recruiting and employment practices adhere to all applicable federal, state and local laws, including the Americans with Disabilities Act. DDF will provide reasonable accommodations for persons with disabilities. If a reasonable accommodation in the job application process is needed, please email Summit project leader, Andrea Martinez.*

**For more information or to offer recommendations, please contact:**



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## ABOUT HILLSBOROUGH AND SOMERSET COUNTY, NEW JERSEY

Providing a strong sense of community, Hillsborough and Somerset County offer local events, farmers' markets and community organizations that foster a diverse, friendly and supportive environment. The area is known for its picturesque rolling hills, lush greenery and historic charm. The county provides various outdoor activities for families, including parks, hiking trails on the beautiful grounds of Duke Farms, superior equestrian experiences and golf courses. Adding to the local character, Hillsborough and the surrounding areas demonstrate a rich history dating back to Colonial times, with historic sites and preserved landmarks. You will also find everything from boutique shops to larger retail centers, as well as culturally diverse dining choices. It gets even better when you realize that Hillsborough has a reputation for having strong public schools, which can be a significant draw for families, and the county boasts several reputable educational institutions.

The area provides a spacious and tranquil suburban setting and yet is conveniently located with easy access to Jersey Shore towns and major cities like New York City and Philadelphia. This makes it a good spot if you want a quieter home life but still want to enjoy city amenities.

So, if you're looking for a blend of rural charm and accessibility to urban conveniences, Hillsborough and Somerset County will be a great fit. Expect to fall in love with the area's proud heritage, eclectic culture and exceptional quality of life.

✓ Hillsborough Township has once again been **ranked among the safest communities** in New Jersey, according to a report by [Safewise](#).

**To learn more about Hillsborough and Somerset County:**

**Hillsborough Township:** <https://www.hillsborough-nj.org/>

**Somerset County Tourism:** <https://visitsomersetnj.org/>

**Somerset County Parks:** <https://www.somersetcountyparks.org/>

**Niche Report Card:** <https://www.niche.com/places-to-live/c/somerset-county-nj/>







Duke Farms

