EXPLORE COMPANY

Arkansas Game and Fish Commission
Director

The Arkansas Game and Fish Commission seeks to recruit a dynamic leader to serve as Director based in Little Rock, Arkansas.

About Arkansas Game and Fish Commission

Founded in 1915, the mission of the Arkansas Game and Fish Commission (AGFC) is to conserve and enhance Arkansas's fish and wildlife and their habitats while promoting sustainable use, public understanding, and support.

In November 1996, in recognition that "*fish, wildlife, parks, tourism and natural heritage constitute a major economic and natural resource of the state*" and wanting to provide additional funds to the AGFC, the people of Arkansas approved the 1/8th-Cent Conservation Sales Tax, also known as Amendment 75. Amendment 75 stipulated that forty-five (45%) percent of the monies collected from the tax be deposited in the State Treasury as special revenues and credited to the Game Protection Fund to be used exclusively by the AGFC, as appropriated by the General Assembly. This amendment also contains a user-fee mechanism (license and permit fees) and establishes a dedicated Game Protection Fund in the State Treasury to be used solely by AGFC.

All in all, the enactment of these constitutional amendments not only provides AGFC with the necessary funding to fulfill its conservation mission, but it also grants AGFC the power and authority to enact lasting wildlife regulations, making it responsible to the people of Arkansas for all wildlife conservation efforts in the state. Thus, AGFC is the conservation and natural resource steward for "The Natural State."

Over the past 100 years, the AGFC has overseen the protection, conservation, and preservation of fish and wildlife for all Arkansans and the world to enjoy. The Agency's world-class educational programs, wildlife management, fishing and hunting, science and conservation research ensure that future generations will enjoy and protect Arkansas's fish and wildlife and their habitats. The AGFC motto is "*Keeping the Natural State Natural*," and to a significant degree, Arkansans have managed to do just that.

For more information about Arkansas Game & Fish Commission please visit www.agfc.com.

About the Position: Director

The AGFC Director is responsible for the overall direction and daily operation of the AGFC in implementing and regulating Commission policies and directives. The Director serves as the agency's Chief Executive Officer and exercises such duties and authority as may be prescribed and directed by the Commission. The AGFC Director serves at the discretion of the seven-member Commission.

Using science as the guide, the Director will empower dedicated staff to craft and implement projects, programs, and regulations that benefit fish, wildlife, and their habitat. The Director will serve the citizens of Arkansas by enforcing state and federal game laws, educating the public, and providing outstanding opportunities to fish, hunt, and recreate.

The Director must be an energetic leader, possessing sophisticated financial and management capabilities and the ability to carry the AGFC mission and vision to critical federal and state public policy, philanthropic, nonprofit, and corporate leaders. Utilizing its programs and activities, the Director will continue to position AGFC as an innovative, inclusive, and forward-looking wildlife and conservation enterprise.

The broad strategic goals for the Director are as follows:

- Implements policies, rules, regulations, and laws under the authority of the AGFC Commission and applicable legislation.
- Supervises 600-plus employees and directs the Agency in administering and monitoring regulated activities in compliance with applicable laws and regulations.
- Develops, plans, organizes, and administers Agency policies and procedures to ensure that administrative and operational objectives are met.
- Directs and coordinates activities of Agency employees to ensure continuing operations, maximize return on investments, and increase productivity.
- Consults with staff and others in government, business, and private organizations to discuss issues, coordinate activities, and resolve problems.
- Negotiates contracts and agreements with federal and state agencies and other organizations and prepares budgets for funding and implementation of programs.
- Reviews and analyzes legislation, laws, and public policy, and recommends changes to promote and support the mission of the Commission.
- Coordinates with the Governor’s Office, the General Assembly, the Arkansas Congressional delegation, and other state agencies and authorities in the development and adoption of legislation, funding, and implementation and enforcement of law.

- Represents the Agency and State in discussions, negotiations, and partnerships with federal, regional, and conservation organizations.
- Prepares, reviews, and submits reports concerning activities, expenses, budget, government statutes and rulings, and other items affecting the operation of the Agency.
- Develops, directs, and coordinates testing, hiring, training, and evaluation of staff personnel.
- Plans, promotes, organizes, and coordinates public community programs and maintains cooperative working relationships among public and Agency participants.
- Delivers speeches, writes articles, and presents information at meetings or conventions to promote services, exchange ideas, and accomplish objectives.
- Regular in-state travel and occasional work other than normal office hours are required.

Professional Qualifications and Personal Attributes:

- Knowledge of the theories, principles, techniques, and strategies of fish and wildlife control, management, restoration, conservation, and regulation.
- Knowledge of state / federal laws, rules, statutes, and regulations governing environmental protection, boating, endangered species, wildlife, fisheries, migratory birds, search and seizure, and adjudication processes, as related to legal application and public safety.
- Knowledge of the principles and practices of organizational management and public administration.
- Knowledge of the principles and practices of budget administration with special reference to governmental procedures, practices, and objectives.
- Knowledge of the theories, principles, techniques, strategies, and legal implications of established law enforcement practices and human resource management.
- Ability to plan work objectives and operational activities, and to assign and direct the work of subordinate supervisors.
- Ability to participate in and lead groups in problem-solving activities.
- Ability to develop monitoring systems for projects and/or programs to measure successes, and failures, and develop solutions to problems.
- Ability to communicate effectively both orally and in writing and convey complex thoughts and processes clearly and concisely.

Minimum Qualifications and/or Experience:

To receive consideration, candidates must possess a baccalaureate degree from an accredited institution of higher education in a field related to natural or environmental sciences, in public or business administration, or another field instrumental to the operation of a conservation or public natural resource organization and have significant experience in the management of conservation or natural resources programs at progressively more responsible levels, preferably as a Division Chief, Assistant/Deputy Director, Agency Director, or organizational equivalent.

Experience will be evaluated based on its relationship to the professional qualifications and personal attributes listed above. Additionally, the applicant's experience will be considered as it relates to the AGFC mission, as described in the "About" section. The AGFC Commissioners will evaluate each candidate in the specific areas of responsibility described under the AGFC goals and responsibilities.

Other job-related education and/or experience may be substituted for all or part of these basic requirements, except for certification or licensure requirements, upon approval of the human resources chief.

Compensation

Arkansas Game and Fish Commission offers competitive salaries commensurate with experience; the hiring range for this position is $150,000 - $168.283.

How to Apply

Interested candidates should submit a resume and cover letter, responding specifically to the experience and qualifications required, to Daniel Sherman, President, Explore Company at resumes@explorecompany.com. Refer to AGFC/Director in the subject line. No phone inquiries, please.