



## Managing Director

Wildpath | Tampa, Florida

Wildpath, an Emmy Award-winning conservation media company, seeks a **Managing Director** to work as a close partner with the founders in managing the business.

The Managing Director will be the operational backbone of Wildpath and a true partner to the founders, as well as a hands-on leader for the small team. S/he will supervise all aspects of the business, establishing strategic and annual operating plans, metrics, and budgets across all areas of work. The Managing Director plays a critical role in ensuring that business operations are nimble and professional. This role is ideal for someone who loves building systems, leading teams, and bringing structure to creative, mission-driven organizations.

This is a senior, in-person role based in the Tampa Bay area, with periodic business travel.

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## What You'll Do

### Lead the Business

- Partner with the founders and team to create and implement a three-year strategy and annual priorities
- Translate the strategic plan into clear plans, budgets, and measurable goals
- Build and maintain operational systems that support all aspects of the business

### Build & Lead the Team

- Assess and evolve staffing to match organizational goals
- Lead and support a team of approximately 6–10 full-time staff and several contractors
- Establish and monitor performance metrics for the business and for each team member
- Oversee core HR functions, including team management, performance reviews, and professional development
- Manage day-to-day people operations, such as time off, sick leave, and some contractor coordination
- Ensure consistent, fair, and well-communicated policies that support a healthy, high-performing team
- Support hiring, onboarding, and offboarding as the organization evolves
- Create a culture that balances creativity, accountability, and execution

### Responsible for Operations & Project Management

- Establish strong project management practices across the organization



- Oversee major initiatives, including the Florida Wildlife Corridor, Gulf wildlife corridors, and Connected Planet, Wildpath's developing partnership with the National Geographic Society
- Create, manage, and oversee annual and multi-year operating budgets across all areas of the business, including individual project budgets
- Track performance against budgets and forecasts; proactively identify risks, opportunities, and adjustments
- Ensure projects stay on track, on budget, and aligned with priorities
- Partner with the founders to ensure financial discipline while supporting creative ambition and growth
- Prepare clear, timely financial reports for internal leadership and external stakeholders

### **Support Communications & Storytelling Strategy**

- Work with key staff to oversee a clear, compelling communications strategy that reflects Wildpath's mission and impact
- Support the development and execution of major storytelling campaigns in collaboration with creative leadership

### **Support Fundraising & Revenue Growth**

- Work closely with Wildpath's internal and external fundraising team to support grant development and donor engagement
- Oversee donor stewardship, reporting, and internal processes tied to charitable contributions
- Partner with the founders to strengthen earned-revenue strategy and execution as Wildpath grows

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### **Who You Are**

You're an experienced leader who thrives in small, fast-moving organizations and knows how to bring clarity and structure without stifling creativity.

- 5+ years of experience leading teams, ideally in creative, media, or mission-driven environments
- Proven ability to plan, prioritize, and execute across multiple projects
- Strong strategic thinking paired with hands-on operational leadership
- Excellent written and verbal communication skills
- Solid business and financial acumen
- Experience with nonprofit organizations, philanthropic funding, or hybrid models is a strong plus
- Comfortable taking ownership, making decisions, and building systems from the ground up



### **Compensation**

**\$150,000 - \$175,000**, commensurate with experience.

### **How To Apply**

Please send your resume and a statement of interest to [kristen@wildpath.com](mailto:kristen@wildpath.com), noting the position title in the subject line. Applications are accepted by email only. We look forward to learning more about your experience and interest in joining our team.

Wildpath is an equal opportunity employer committed to fostering an inclusive environment. We welcome candidates from diverse backgrounds to apply and join our conservation and storytelling mission.