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Senior Manager, Strategic Initiatives

NYC Bird Alliance seeks a Senior Manager, Strategic Initiatives to lead cross-organizational initiatives that advance our mission to protect birds and strengthen urban biodiversity. The primary focus of this role will be serving as project manager and external-facing coalition lead for NYC Bird Alliance's flagship Biodiversity District initiative.

The ideal candidate is an exceptional communicator and relationship-builder with strong strategic thinking and project management skills, and experience coordinating complex initiatives with multiple external partners. This role will help shape innovative, city-scale conservation efforts at one of New York City's leading environmental organizations.

About NYC Bird Alliance

NYC Bird Alliance (formerly NYC Audubon) protects birds and strengthens urban biodiversity across New York City. The organization advances cutting-edge science, policy advocacy, and inclusive public programs to safeguard habitat, reduce threats to birds, and inspire New Yorkers to build a city where wildlife and communities thrive. An independent chapter of National Audubon, NYC Bird Alliance has 10,000 members and engages tens of thousands New Yorkers annually through programs, outreach, and advocacy.

Our team of 15 core staff is supported by dozens of seasonal scientists and environmental educators, hundreds of wildlife advocates, and thousands of volunteers.

About the Position

The Senior Manager, Strategic Initiatives reports to the Executive Director and partners closely with senior leadership and staff across all departments, including science, advocacy, engagement, communications, and development. This role will also work extensively with board members, external partners, community organizations, and funders.

The primary responsibility of this position is to manage and advance the Biodiversity District — NYC Bird Alliance's flagship, multi-year pilot to convene businesses, institutions, public agencies, and public space managers to improve biodiversity and ecosystem health at a neighborhood scale. (More info at <http://nycbirdalliance.org/district>.) The Senior Manager will also lead other high-profile, cross-cutting projects that require strong internal and external partner coordination, communication, and follow-through.

Primary Responsibilities - Biodiversity District (65% of time)

- Serve as project manager and external-facing lead for the Biodiversity District, ensuring progress against goals, timelines, and deliverables
- Design and manage the initiative's structure, including governance, reporting, decision-making, communications, and financial sustainability
- Build, convene, and steward a diverse coalition of external stakeholders, spanning private-sector, public agencies, and nonprofits
- Establish and manage working groups (e.g., science, policy, communications, engagement), including setting goals and ensuring follow-through
- Plan and facilitate regular stakeholder convenings, briefings, and workshops
- Coordinate district-wide activities such as biodiversity assessments, data sharing, and reporting, in collaboration with NYC Bird Alliance science and program staff
- Communicate progress and outcomes to internal leadership, partners, funders, and external audiences, translating complex work into accessible narratives

Additional Responsibilities - other strategic initiatives (35% of time)

- Support and coordinate cross-organizational projects and partnerships that bridge conservation science, advocacy, engagement, communications, and fundraising, including NYC Bird Alliance's work at Rockaway Beach Endangered Species Nesting Area as well as our efforts to protect Black-crowned Night Heron
- Lead strategic plan implementation tracking, working with senior leadership and board of directors to monitor progress against goals, timelines, and priorities
- Manage strategic corporate relationships, including identifying opportunities for financial support and coordinating employee engagement
- Represent NYC Bird Alliance in external meetings and public forums as needed

Qualifications

Required skills and experience

- At least 5 years of relevant professional experience in project management, coalition building, partnerships, or strategic initiatives
- Experience managing complex, multi-stakeholder initiatives
- Success building and managing relationships across organizations and sectors
- Exceptional written and verbal communication skills, with the ability to tailor messages to different audiences
- Entrepreneurial and self-directed, with a high-degree of comfort leading "blank-slate" projects in dynamic, evolving environments
- Strong organizational skills, attention to detail, and ability to manage multiple priorities simultaneously
- Comfort working cross-functionally within organizations and coordinating teams without formal supervisory authority

Preferred

- Bachelors degree or equivalent work experience in conservation, urban ecology, sustainability, public policy, or a related field
- Experience with nonprofit organizations, public-private partnerships, and coalition-based work

Additional Requirements

- Comfort working effectively with people of varied backgrounds, and commitment to proactively engaging diverse audiences
- Proficiency with Microsoft 365/Office, Google Suite, and Zoom
- Flexibility, positivity, and strong collaboration skills

Job Details

This is a full-time, exempt position with a hybrid work arrangement, with at least two days per week required in-person at the NYC Bird Alliance office in Manhattan. Occasional evening or weekend hours may be required for meetings and events.

Compensation

The Senior Manager's salary will be in the \$70,000-75,000 range, depending on experience and skills. In addition, NYC Bird Alliance offers a full benefits package, including a generous Paid Time Off policy; exceptional 100% coverage on medical, dental, and vision insurances for full-time employees; life and disability insurances; and a SIMPLE IRA retirement plan with a match.

To Apply

Send resume and cover letter in PDF format to jobs@nycbirdalliance.org, with "Senior Manager, Strategic Initiatives" in the subject line. No calls, please.

Applications reviewed on a rolling basis, with a projected start date in April 2026.

We are committed to building a diverse and inclusive workforce and encourage candidates from all backgrounds to apply, including individuals from historically underrepresented groups and those who may not meet 100% of the qualifications.

POLICIES

NYC Bird Alliance's Commitment to Equity, Diversity, Inclusion, and Accessibility

We believe all people have the right to a close connection to the natural world and the right to a healthy environment. Preserving our environment is only possible if we all feel that connection. For more information, visit nycbirdalliance.org/edia.

Equal Employment Opportunity

NYC Bird Alliance is committed to maintaining an inclusive and respectful workplace free from discrimination, harassment, and retaliation. We provide equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other characteristic protected by applicable federal, state, or local law.

Note that the NYC Bird Alliance office is located on the 15th floor with elevator access.

COVID Vaccines

All NYC Bird Alliance employees must be fully vaccinated against the COVID-19 virus unless they have been granted a reasonable accommodation for religion or medical necessity. If you are offered employment, this requirement must be met by your date of hire, unless an accommodation for exemption is received and approved.