POSITION ANNOUNCEMENT: EXECUTIVE DIRECTOR

SPIRIT MOUNTAIN RECREATION AREA

ORGANIZATIONAL OVERVIEW

Spirit Mountain Recreation Area (SMRA) is a four-season outdoor recreation area created in 1973 and owned by the City of Duluth, Minnesota. With a panoramic view of Lake Superior, the St. Louis River, and the City of Duluth, it is considered one of the best urban ski areas in the Midwest, with a 700-foot vertical drop, 22 runs, two terrain parks, and 175 acres of skiable terrain. Offerings include Nordic and downhill skiing in the winter, as well as an adventure park, campground, event venue, mountain biking, disc-golf, and summer camps.

The mission of SMRA is: "Spirit Mountain Recreation Area exists to develop and sustain an evolving variety of safe, year-round outdoor recreational opportunities for residents and tourists in a fun, inclusive environment."

Currently, SMRA is operating within a $7.5 million budget and has focused the past several years on investing in capital improvements and cash reserves. The previous Executive Director has retired from the position, which creates an opportunity for a highly-qualified leader to bring proven expertise to the organization.

PRIMARY AREAS OF RESPONSIBILITY

Reporting to the SMRA Board of Directors, the Executive Director (ED) works with the SMRA Board and the City of Duluth, while engaging with regional and state officials, groups, and organizations affiliated with the activities offered by SMRA and the broader community for a commonly held vision for this public outdoor recreation resource and regional economic driver. The ED exercises thoughtful, strategic leadership that drives organizational success and long-term financial sustainability; creates a collaborative and innovative culture that empowers a high-performing staff and ensures effective and timely engagement with guests and the broader community.

- Provide support to the City of Duluth and the Board of Directors to ensure each can fulfill its respective role in maintaining a common community vision for Spirit Mountain. Communicate frequently and effectively with the Board of Directors to ensure the Board can make informed decisions as it fulfills its policy role.
- Demonstrate visionary executive leadership that embraces, champions, and inspires the organization toward its vision. Fosters a collaborative, business-oriented and results-driven culture that values and is informed by insights from both internal and external stakeholders.

- Assume responsibility for the fiscal integrity of Spirit Mountain, working with staff to create sustainable growth, generate and increase revenue, and invest sufficiently in physical and human infrastructure to secure the future. Execute strategic plans and strategic annual budgets that enhance sustainability and growth, using performance metrics to assess progress toward shared goals.
- Represent Spirit Mountain and serve as its chief spokesperson locally and beyond, regularly identifying opportunities to connect with local, state and regional stakeholders and engage them in the myriad opportunities Spirit Mountain offers. Actively participate in community partner events that impact Spirit Mountain. Quickly build relationships with a variety of stakeholders, engaging them in the mission of the organization and helping them feel ownership in the organization's overall success.
- Lead the Executive Team, providing direct oversight to the General Manager, Finance Director, Sales and Marketing Director, and Human Resource Manager. Work effectively with staff to create sustainable growth, increase revenues, and invest sufficiently in physical and human infrastructure to secure future goals.

DESIRED QUALIFICATIONS:

An ideal candidate is enthusiastic about SMRA's mission and vision, and excited to live in or near the vibrant city of Duluth, Minnesota. Desired experience and education include:

- Minimum five years of prior experience as a CEO, executive director or related executive-level position at an organization whose mission serves the public. Proven experience of working effectively with a board of directors.
- Knowledgeable, comfortable, and adept at supporting and working constructively with public boards and municipalities to maintain a common community vision.
- History of providing visionary leadership and executing organizational growth. Successful strategic plan development and implementation. Proven critical thinking and problem-solving capability. Success in developing and maintaining a strong leadership team.
- Successful track record of sound fiscal leadership that drives organizational success and long-term financial sustainability. Preparation and management of annual budgets that enhance sustainability and growth, using performance metrics to assess progress.
- Able to quickly build relationships with a variety of stakeholders and enthusiastically embrace the public-facing role that comes with being an executive director. Excellent written and oral communication skills.
- Bachelor's degree required.

COMPENSATION:

The compensation range is $125,000 to $150,000 annually and is commensurate with experience and qualifications. SMRA also offers a comprehensive benefits package.

TO APPLY:

SMRA requests all applications before **September 30, 2026**.

Cincinnatus invites interested candidates to submit both a PDF letter of introduction and resume to our online portal at: https://app.smartsheet.com/b/form/019f666b47e27b1483aaded5fe9fa7ff

Please visit https://spiritmt.com to learn more about Spirit Mountain Recreational Area.