



Shield Land Stewardship Group, LLC Director of Finance and Operations

Shield Land Stewardship Group, LLC (SLS) seeks an experienced Director of Finance and Operations (DFO) to provide financial leadership and operational oversight for SLS, a pass-through entity which manages the family ranchlands of the Shield-Ayres-Bowen family in Central and West Texas; family-held properties in Travis and Hays Counties; and the land and facilities of the Campsite at Shield Ranch, a program of the Shield Ranch Foundation. The DFO will also provide financial and operational support to the Shield Ranch Foundation (SRF) and other related nonprofit entities.

The Director of Finance and Operations reports to the CEO of the Shield Land Stewardship Group, LLC.

Key Responsibilities

- Provide strategic leadership in financial stewardship and enhance sustainability for family-owned and nonprofit entities.
- Renew management agreements with ownership entities on an annual basis.
- Develop and administer rolling three-year budgets for Shield Ranch Barton Creek, Shield Ranch Camp Wood, and Shield Ranch Cherry Canyon.
- Oversee accounting, financial administration, reporting, and compliance.
- Manage cash flow and issue cash calls to ownership entities.
- Manage quarterly and/or annual lease and access use payments related to properties SLS manages.
- Coordinate with external accountants, auditors, bookkeepers, financial institutions, investment managers, and consultants, including managing endowment funds associated with mitigation and conservation banks.
- Manage insurance policies for SLS and ownership entities, including conducting annual reviews, managing policy renewals and premium payments, filing and overseeing claims, and adding/removing drivers and equipment.
- Support the SRF Executive Director and Director of Land Stewardship in preparing and managing SRF's annual operating budget.
- Report financial and operational performance metrics to family principals, trustees, and board members on a quarterly basis.
- Taxes
 - Review annual IRS returns for distinct ownership entities.
 - Manage I-d-I wildlife tax valuation for each entity.
 - Review annual county property tax appraisals, valuations, and oversee protests if needed.

- Manage capital improvement projects at Shield Ranch Barton Creek.
- Administer state and federal grants, and cost-share funding contracts.

Qualifications

- Interest in and commitment to Shield Ranch's conservation objectives and the owner's values and vision for the future of the ranches.
- Bachelor's degree in accounting, finance, or related field required; CPA or MBA strongly preferred.
- 7–10+ years of senior-level finance, accounting, and operations experience in complex or multi-entity organizations.
- Proven expertise in financial planning, reporting, and compliance.
- Experience in family office, nonprofit, agriculture, or conservation-oriented settings is highly valued.
- Demonstrated financial acumen: fiscal oversight and a strong understanding of financial principles, budgeting, and financial planning.
- Demonstrated ability to manage multi-million-dollar budgets and transactions.
- Support and mentor SLS employees in preparing budgets and reports.
- Strong leadership and project management skills.
- Exceptional interpersonal and communication abilities.

Location

The position is in Austin/Dripping Springs, TX. The person selected must be in that area or willing to relocate to the area.

Compensation

Base salary range: \$145,000 - \$165,000. Total compensation includes health, dental, and vision benefits plus a competitive Paid Time Off plan.