



Position Announcement  
**PRESIDENT &  
CHIEF EXECUTIVE OFFICER**

## ABOUT THE ORGANIZATION

Parker Ranch, located in Waimea on the Big Island of Hawaii, is one of the largest and most historic cattle ranches in the United States. Established in 1847, it spans approximately 130,000 acres of diverse landscapes, including rolling pasture, forest, and volcanic terrain. The ranch has a rich heritage and plays a singular economic and cultural role in the local community, blending traditional ranching practices with modern business operations. With over 10,000 mother cows, the core ranching operation is well-managed and profitable, with plans for growth.

Parker Ranch, Inc. (PRI), a for-profit Hawaii corporation, is wholly owned by the Parker Ranch Foundation Trust (PRFT). PRFT is a charitable tax-exempt trust which supports four community non-profit organizations: Queen's North Hawaii Community Hospital, Hawaii Community Foundation, Hawaii Preparatory Academy, and Parker School. PRI also provides contracted administrative and management services to the Trustees of PRFT. The performance of PRI's diverse business activities is managed by the PRI's Chief Executive Officer and overseen by the PRI Board of Directors.

Although the for-profit and charitable trust entities have separate purposes and interest holders, collectively they are known as Parker Ranch. In aggregate, Parker Ranch is a diversified enterprise with operating businesses (cattle ranching, forestry and timber, renewable energy, food & beverage, hunting and tour activities), real property assets, and financial assets. In line with its long-term master plan, *Parker Ranch 2020*, it is executing on a strategy to create and harvest value by developing, entitling and selling residential, commercial, and industrial projects that are not suitable for pasture.

## THE OPPORTUNITY

The next President & CEO at Parker Ranch must be a dynamic and inspirational leader, with the ability to communicate with local community members, employees and *paniolo* (cowboys), billionaires, and everyone in between. The CEO will be the face of the organization to employees, the larger community, State and local government, beneficiaries, and strategic partners. The CEO will be responsible for preserving and honoring the ranch's storied history, while steering its continued evolution into the future. This includes expanding and enhancing the ranch's growing diversity of operating businesses, maintaining its ranching operations, and supporting local community and cultural initiatives and rodeos.

The role does not come without challenges, including managing the organization's balance sheet to appropriately capitalize projects, managing regulatory risks, and navigating community opposition to development. Success will depend on leading and inspiring the Parker Ranch team, soliciting and integrating community feedback, inclusive strategic planning, and thoughtful but persistent execution.

The CEO will inherit a strong organization with seasoned and dedicated leadership in key management positions. The organization's most recent strategic planning cycle recently



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ended, which presents the CEO with the opportunity to co-create the next strategic plan with the Board of Directors, Trustees, and leadership team.

Target Annual Compensation: \$350,000-\$450,000 base, annual incentive bonus, plus benefits (total compensation package subject to negotiation).

### **HOW TO APPLY**

Please submit the following, addressed to Parker Ranch Search Committee, c/o Inkinen Executive Search, via email to [executives@inkinen.com](mailto:executives@inkinen.com) by **October 21, 2024**:

- Cover Letter expressing the reason for your interest in Parker Ranch, and how your skills and experiences match the President & CEO role
- Resume or CV

For detailed information, please visit [www.inkinen.com/parker-ranch-ceo](http://www.inkinen.com/parker-ranch-ceo)