

STANTON CHASE

The Presidio Trust
Chief Executive Officer

Recruitment Profile

August 2026

**PRESIDIO
TRUST**



About the Presidio and the Presidio Trust

The Presidio Trust is an innovative federal corporation responsible for the governance and management of the Presidio of San Francisco, a former U.S. Army post that has been transformed into an iconic national park site serving local, regional, and national communities. Spanning 1,491 acres at the base of the Golden Gate Bridge, the Presidio is both a beloved destination and a vibrant mixed-use environment where people live, work, and gather.

Following three decades of transformation, the Presidio is now one of the most visited national park sites in the United States, hosting 9.5 million visits annually, more than Yosemite and Yellowstone combined. Its landscape includes spectacular viewpoints, restored natural habitats, trails, picnic areas, museums, historic sites, and art installations. Functioning much like a small city, the Presidio is also home to approximately 3,000 residents and 350 organizations, encompassing approximately 5.8 million square feet of residential, commercial, and institutional space across the Presidio.

The Presidio Trust is responsible for managing approximately 80% of the Presidio and effectively all of its commercial operations, operating at the intersection of public stewardship and enterprise. The organization's vision is that the Presidio will forever remain a public place of enduring value—vital to the Bay Area, important to all Americans, and recognized for delivering broad benefits to the nation.

Distinct among national park sites, the Trust fulfills three interconnected roles: stewarding the natural, scenic, historic, and recreational resources of a national park site; managing the infrastructure and services typical of a small city; and operating revenue-generating businesses that support the park's long-term sustainability. The Trust operates under a "triple bottom line" framework—People, Planet, and Performance—ensuring that public access and environmental preservation are sustained through strong financial performance.

Equally important to its success is a deeply mission-driven and collaborative culture. The organization is known for attracting individuals who are committed to public service, commercial discipline, and stewardship, and who thrive in a complex, multi-stakeholder environment.

While many transformative projects at the Presidio have been successfully completed, the work is ongoing. Continued refurbishment and major new construction projects, investment in infrastructure, evolving business growth strategies, environmental stewardship, and community engagement will be essential to ensuring the Presidio remains vibrant, resilient, and accessible for generations to come.

The Presidio stands as a national model for historic preservation, environmental restoration, and sustainable stewardship—demonstrating how mission-driven enterprises can successfully harness financial performance to drive public good.

About the Opportunity

The Chief Executive Officer of the Presidio Trust has a rare opportunity to lead one of the most distinctive public enterprises in the United States: an organization operating at the intersection of national park stewardship, real estate and business enterprise, civic infrastructure, and federal governance. This is a highly complex, high-visibility role requiring a leader who can integrate mission and performance at scale.

The Presidio stands as a national model. It is a financially self-sustaining park that generates the revenue and profits needed to preserve and enhance a 1,491-acre asset of historic, environmental, and cultural significance. The next CEO will inherit a strong foundation—exceptional assets, a sophisticated business model, and an experienced and highly regarded executive team—and will be responsible for guiding the organization into its next phase of growth, sustainability, innovation, and public impact.

Success in this role demands a true enterprise leader, able to oversee a multifaceted system that includes real estate development and leasing, hospitality operations, infrastructure and municipal services, environmental stewardship, and public programming. The CEO must balance financial discipline with mission-driven outcomes, ensuring long-term viability while advancing access, sustainability, and public value. Equally important is the ability to navigate a complex stakeholder landscape. The CEO serves as the Trust's primary representative, working closely with the Board, federal partners, philanthropic organizations, and local communities. This interplay requires strong judgment, political acumen, and the ability to build alignment across diverse and sometimes competing interests.

Internally, the CEO leads a seasoned executive team and approximately 350 employees, with the opportunity to further strengthen alignment, accountability, and a culture of high performance that is not only grounded in stewardship and service, but also defined by a shared sense of purpose, pride, and joy in caring for and advancing one of the nation's most extraordinary public places.

This is a singular opportunity for a seasoned executive to lead an institution of national significance while balancing a bold vision with financial performance, to ensure the Presidio remains accessible and sustainable for generations to come.



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Title: Chief Executive Officer

Reports to: Presidio Trust Board of Directors

Supervises: Chief Business Officer, Chief Financial Officer, Chief Operating Officer, Chief Park Officer, General Counsel, Director of Employee Support Services, Executive or Special Assistant

Overview

The Chief Executive Officer (CEO) serves as the principal executive officer of the Presidio Trust, a federal corporation, and is accountable to the Board of Directors for the overall leadership, performance, integrity, and long-term sustainability of the organization. The CEO provides enterprise-wide strategic direction, policy leadership, fiduciary stewardship, and operational oversight for a complex organization charged with preserving and enhancing the natural, historic, scenic, cultural, and recreational resources of the Presidio for public use in perpetuity while ensuring financial self-sufficiency.

The CEO serves as the chief spokesperson and public representative of the Trust at the national, state, and local levels, including maintaining productive relationships with Congress, the presidential administration, federal agencies, civic leaders, philanthropic partners, and community stakeholders

Responsibilities

Executive Leadership, Strategic Direction and Board Relations

- Lead one of the nation's most distinctive public enterprises: a financially self-sustaining national park site with over \$230M in revenue, recognized internationally as a model for stewardship and financial independence, while aligning strategic priorities with Board-approved operational and financial goals and establishing a strong working partnership with a newly reconstituted Board.
- Develop and execute a revised Presidio Trust Management Plan and associated environmental assessment to guide the Trust for the next 25 years, while continuously evaluating opportunities and risks, including strategies to strengthen revenue and diversify funding through internal opportunities and philanthropy.
- Ensure effective enterprise risk management, internal controls, and compliance; lead the Trust through challenging and highly visible situations; and maintain its commitment to a triple bottom line supporting People, Planet, and Performance.
- Report regularly on agency performance, fiscal and asset condition, risk exposure, and strategic opportunities, while ensuring timely, accurate, and transparent information flow to the Board and its committees.

Operational, Enterprise and Organizational Leadership

- Provide executive oversight of a multifaceted enterprise integrating real estate development, management, and leasing; hotel and golf businesses; park operations; utility services; and municipal services.
- Ensure disciplined fiscal management and long-term financial sustainability, producing sufficient annual net income to fund operating and asset replacement reserves while maintaining Trust physical

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assets in a state of good repair through annual operating budgets, sophisticated financial analysis, and execution of a rolling five-year capital investment plan.

- Champion a high-performing culture of operational excellence, accountability, integrity, innovation, and continuous improvement, including executive talent recruitment, succession planning, workforce development, and compliance with applicable federal laws, policies, and collective bargaining agreements.

External Affairs & Government Relations

- Serve as the Trust's primary spokesperson and advocate.
- Navigate complex governmental and policy environments with sophistication and political acumen.
- Ensure productive working relations with the Golden Gate National Recreation Area and the Golden Gate National Parks Conservancy.
- Maintain productive relationships with federal partners including the National Park Service, the U.S. Department of the Interior, the U.S. Office of Management and Budget, the U.S. Treasury, and Members of Congress.
- Collaborate with potential donors, partners, and stakeholders to support mission delivery and long-term sustainability.

Key Selection Criteria

- **Financial Acumen and P&L Leadership:** A proven executive with significant experience leading complex organizations with full P&L responsibility, demonstrating the ability to drive sustainable financial performance, allocate capital strategically, and make disciplined business decisions. While committed to the organization's public mission, the successful candidate will bring a strong commercial mindset, balancing mission impact with operational excellence to ensure long-term financial health and organizational sustainability.
- **Enterprise Leadership and Systems Orientation:** A proven executive leader with the ability to operate at the enterprise level, integrating multiple, and at times competing, priorities across a complex organization. The successful candidate will demonstrate the capacity to balance the elements of the Presidio's triple bottom line, while also maintaining a clear line of sight across the full system.
- **Stakeholder Engagement and Relationship Leadership:** A highly effective relationship builder with demonstrated success engaging diverse stakeholder groups, including Boards, government entities, community partners, the public, and philanthropic organizations. The ideal candidate will bring the credibility, emotional intelligence, and diplomatic skill required to build trust, foster alignment, and lead through influence in a multi-constituency environment.
- **Visionary Leadership, Communication, and External Engagement:** A forward-looking leader with the ability to articulate a compelling vision for the organization's next phase. The ideal candidate will bring genuine charisma and presence capable of inspiring confidence, aligning stakeholders and energizing staff, and moving partners and donors to act. Experience cultivating philanthropic relationships and engaging donors and strategic partners to advance organizational priorities will be an important asset.

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- **Political Acumen and Governance Capability:** Prior experience navigating politically dynamic and highly-visible environments, with a strong understanding of governance structures and Board engagement. The successful candidate will exhibit sound judgment, discretion, and executive presence, with the ability to manage complex governance relationships while maintaining organizational focus and stability.

Qualifications

- 10+ years of senior executive leadership experience, ideally within a complex, multi-faceted organization
- Demonstrated ability to lead complex revenue-generating, enterprise-scale operations with full P&L accountability (e.g., \$200M+ in annual revenue, 300+ employees), while balancing financial performance with mission-driven outcomes
- Proven success navigating complex stakeholder environments, including government, board governance, and external partners
- Familiarity with San Francisco and the Bay Area civic landscape, complex real estate/infrastructure portfolios, and/or multi-stakeholder governance environments is an advantage

Compensation and Conditions of Employment

- As authorized by the Presidio Trust Act, the Trust sets executive compensation independent of federal pay schedules. This is a full-time position with benefits and a salary range starting at \$325,000. Final salary will be determined based on qualifications, experience, and internal equity.
- The role is based onsite at the Presidio of San Francisco. The CEO will receive a monthly rent credit to live in a residential unit within the Presidio. This amount may cover the entire market rate rent based on the selection of available units. The Board may waive this onsite living requirement if the CEO resides within 15 miles of the Presidio Trust headquarters.
- The CEO is subject to federal ethics rules, including public financial disclosure and conflict-of-interest requirements.
- The position is subject to a background investigation and suitability determination.
- The Presidio Trust is an equal opportunity employer, offering a competitive benefits package.

*Stanton Chase, an executive search and leadership advisory firm, has been retained for this search. **Please direct all inquiries and application materials to presidioceo@stantonchase.com.** The Presidio Trust will not be responding to individual inquiries; no calls or contact through third-party agencies, please.*

Contact:

Jeff Perkins

Global Practice Lead, Social Impact

Stanton Chase International

j.perkins@stantonchase.com

M: (202) 365-4073

Charles Nailen

Managing Director

Stanton Chase International

c.nailen@stantonchase.com

O: (202) 248-5088

Lyn Cason

Advisory Director

Stanton Chase International

l.cason@stantonchase.com

O: (202) 248-5088