

**Paul R. Schmidt**  
**13 Leisure Ct**  
**Palymra, VA**

### **PROFILE**

Skilled, dedicated and passionate leader in conservation in two national organizations (government and non-profit) with international reach prepared to contribute to conservation of our fish, wildlife, public lands and other natural resources.

### **EMPLOYMENT**

#### ***Paul Schmidt Consulting for Conservation*** ***Oct. 2017 to Present***

Sole proprietor of consulting business to help others achieve their goals associated with wildlife conservation. With 48 years of professional experience in administering laws, regulations, and programs associated with wildlife conservation with particular expertise in migratory birds, including waterfowl, bald and golden eagles, and more, I am prepared to assist for-profit, non-profit, and government organizations analyze, evaluate, design, and implement successful efforts associated with wildlife and habitat. Expertise includes legal advice, strategic and business planning, facilitation, leadership development and more. During this period, I served as the **Executive Director for Road to Recovery** Initiative to recover bird populations.

#### ***Chief Conservation Officer, Ducks Unlimited, Inc.*** ***May 2011 to July 2017***

Lead the national conservation program with 230 employees and an annual budget of \$125 million. Ducks Unlimited (DU) is one of the largest and nationally accredited land trusts in the country. Responsible for all strategic decisions related to conservation priorities, land protection projects (fee simple and easements), habitat restoration projects, public policy, government and contractual revenue, budgeting, fundraising, and staffing.

- Led DU to secure a record level of grants and contracts (\$100 million in one year)
- Stewarded a board member to giving largest single gift in DU history (\$25 million)
- Leveraged a board member's relationship with a CEO of Fortune 500 company to successfully ask and secure largest corporate gift in DU history (\$10 million)
- Lead the world's largest conservation campaign in history (Boreal Campaign to protect and conserve one billion acres in boreal forest in Canada and Alaska) with DU's most significant partner (Pew Charitable Trusts)
- Partner with board members and other volunteers to positively affect national (e.g. Farm Bill, North American Wetlands Conservation Act, Federal Duck Stamp) and state policies (e.g. Iowa Water and Land Legacy, California Water Bonds) in conservation
- Actively work with all board members (65 directors of Ducks Unlimited, Inc and 30 directors of Wetlands America Trust) and board's advisory committee (42 volunteer members of Conservation Programs Committee) to drive strategic vision and organizational priorities
- Inspire innumerable individual donors at events across the country to invest in DU's conservation mission; from the \$35 member to major donors (\$10,000 to \$25 million level)
- Partner with Ducks Unlimited Mexico and Ducks Unlimited Canada to drive mission at a continental scale

***Acting Deputy Director, U.S. Fish and Wildlife Service, Washington, DC  
September 2010 to May 2011***

Served as Deputy Director for Operations providing direction for agency with 9000 employees.

***Assistant Director (Senior Executive Service), U.S. Fish and Wildlife Service, Washington, DC  
August 2003 to September 2010***

Served as the Service's executive leading the Migratory Bird Program, responsible for providing vision and leadership to a national organization focusing on executing federal laws to benefit the migratory bird resources of the United States. Included in these responsibilities was the administration of grant programs (North American Wetlands Conservation Act (NAWCA) and Neotropical Migratory Bird Conservation Act (NMBCA) that invest almost \$100 million of Federal funds annually leveraging more than \$100 million of non-Federal funds in the conservation. Implemented the Migratory Bird Treaty Act by promulgating permanent and annual regulations for migratory bird hunting and overseeing a nationwide permit program. Developed regulations for a permit system implementing "take" associated with Bald and Golden Eagle Protection Act. Led the efforts to authorize accelerated development of wind power and cell towers in concert with the MBTA and BGEPA. Administered the Federal Duck Stamp Program, realizing over \$50 million annually from the sale of Federal Duck Stamps and other sources to invest in acquisition of wildlife habitat for the National Wildlife System.

- Led and participated in professional delegations on five continents (North and South America, Europe, Asia, and Africa)
- Chaired, led or participated in Partners in Flight Council, U.S. Shorebird Plan, Waterbirds for the Americas, North American Waterfowl Management Plan Committee, Neotropical Migratory Bird Conservation Advisory Group
- Initiated and envisioned the State of the Birds Reports to raise awareness and effect actions of citizens and organizations ultimately to benefit birds through individual actions and government policy

***Deputy Assistant Director, U.S. Fish and Wildlife Service, Washington, DC  
June 1999 to August 2003***

Served as the Deputy Assistant Director for Refuges and Wildlife and the Deputy Assistant Director for Migratory Birds and State Programs. Both positions served as the Chief Operating Officer for national programs, establishing policy and regulations to guide conservation delivery for the National Wildlife Refuge System (including land acquisition), the \$800 million Federal Aid Program (Wildlife and Sportfish Restoration Programs), the Federal Duck Stamp Program, NAWCA, and NMBCA, and the national migratory bird harvest regulations.

***Chief, Division of Migratory Bird Management, U.S. Fish and Wildlife Service, Arlington, VA  
March 1993-June 1999***

Served in this national position responsible for effectively implementing the Migratory Bird Treaty Act, the Bald and Golden Eagle Protection Act and other laws in a manner to conserve the migratory bird resource for the benefit of the American public.

- Led the government's effort to enact the Neotropical Migratory Bird Conservation Act
- Established the most effective adaptive management program ever for natural resources in adaptive harvest management for annual hunting regulations-- turning a contentious and debatable process into one driven by science, with a focus on improving decisions for benefit of waterfowl populations and people
- Improved and streamlined regulations guiding the taking of birds in the permit program
- Initiated the Urban Migratory Bird Treaties program
- Established the first ever federal program for youth hunting

***Special Assistant to the Director/Deputy Director, U.S. Fish and Wildlife Service, Washington, DC  
October 1991-March 1993***

Served as advisor/counselor to the chief executives in the development of policy and administering the federal government's fish and wildlife agency.

***Deputy and Acting Assistant Regional Director, U.S. Fish and Wildlife Service, Anchorage, AK  
March 1989 to October 1992***

Served as Deputy Assistant Regional Director and Acting Assistant Regional Director for Refuges and Wildlife, the chief operating officer for the complex regional program, guiding policy and management of 90 million acres across Alaska and complex migratory bird program.

***Refuge Supervisor, U.S. Fish and Wildlife Service, Anchorage, AK  
March 1986 to March 1989***

Served as Refuge Supervisor, responsible for directing and guiding a team of 14 refuge managers across Alaska, managing 90 million acres of land for the benefit of Alaskans and U.S. citizens.

***Staff Specialist, U.S. Fish and Wildlife Service, Washington, DC  
November 1983 to March 1986***

Served in national offices developing policies affecting budget/management throughout the country. Developed the first comprehensive public use program for the National Wildlife Refuge System.

***Field Management for National Wildlife Refuges, U.S. Fish and Wildlife Service, Maryland & Virginia  
August 1978 to November 1983***

Served in several field positions including assistant refuge manager and outdoor recreational planner on Back Bay National Wildlife Refuge and Blackwater National Wildlife Refuge, developing and executive wildlife management and public use activities.

**BOARDS, COUNCILS, COMMITTEES**

Director, Shelby Farms Park Conservancy Board  
Member, North American Wetlands Council  
Director, Wildlife Habitat Council Board  
Member, Field to Market Alliance  
Co-chair, North American Waterfowl Management Committee  
Chair, North American Bird Conservation Initiative  
Chair, Neotropical Migratory Bird Conservation Advisory Group  
Chair, Arctic Goose Joint Venture  
Chair, Science Oversight Council (USFWS)  
Chair, Science Applications Executive Council  
Chair, Department of Interior, Aviation Board of Directors  
Chair, Partners in Flight Council  
Waterbirds for the Americas Council  
Western Hemisphere Shorebird Reserve Council

**STRENGTHS**

***Leading  
Legal Analysis  
Fundraising  
Strategic Thinking  
Board Management  
Negotiating  
Business Acumen***

## *Developing Partnerships*

### **ACHIEVEMENT/CAREER HIGHLIGHTS:**

Implementation of DU's Strategic and National Business Plans  
Successful leadership in all sectors of fundraising (philanthropy and grants/contracts) to record levels  
Extensive and meaningful international professional experience on five continents  
Amending international treaties (Migratory Bird Treaties with Canada and Mexico)  
Initiating Urban Bird Treaties Program  
Establishing and implementing adaptive harvest management  
Response Leader to Exxon Valdez Oil Spill in 1989  
Partners in Flight Legend Award 2011  
American Bird Conservancy Bird Conservation Hero 2011  
Outstanding Employee of the Year 1993  
Numerous special achievement and performance awards throughout career

### **EDUCATION**

*Department of Interior, Washington DC*

*Senior Executive Training, October 2000-March 2002*

Executive training to qualify for the Senior Executive Service, including Executive Leadership coursework at *Carnegie Mellon University*

*College of William and Mary, Williamsburg, VA*

*Bachelor of Science, September 1974 to May 1978*

Major: Biology; Minor: Psychology

### **PERSONAL**

Family including spouse (Diane) and two children (ages 39 and 35). Enjoy birding, biking, kayaking, fishing, hunting, running, and many other outdoor activities.