



Position Announcement

Executive Director

About Five Valley's Land Trust

Five Valleys Land Trust (Five Valleys) is a nationally accredited, private, community-based non-profit corporation whose staff, board members, donors, volunteers, and other community supporters work hard to protect the landscape and culture of western Montana. Five Valleys' mission is, "To protect for future generations western Montana's natural legacy – our river corridors, wildlife habitat, agricultural lands, and community open spaces." Five Valleys' core values are vision, excellence, integrity, cooperation, and patience. Using creative and sometimes complex solutions, Five Valleys works collaboratively with private landowners, communities, public agencies and other partner organizations to ensure that together we conserve the natural resources and traditional livelihoods that have sustained people in Western Montana in the past and continue to enhance our quality of life today. Five Valleys fosters and reflects a strong land ethic and encourages state-of-the-art management practices through land conservation and stewardship educational programs.

The tools of the trade for Five Valleys are conservation easements, fee ownership of lands, facilitation of public land acquisitions, and on-the-ground stewardship assistance that improves the health and vitality of the land and the communities it sustains. Since becoming a land trust in 1989, Five Valleys has accepted easements conserving over 70,000 acres of land and has played a central role in the protection of over 14,000 additional acres of wildlife habitat and prized public recreational lands. In total, Five Valleys has helped conserve nearly 85,000 acres of western Montana.

Further information about Five Valleys Land Trust can be found at our website: www.fvlt.org.

The Opportunity

The Executive Director is the Chief Executive Officer of Five Valleys and is responsible for the successful management, administration, and coordination of all programs and activities of Five Valleys and its staff. The Executive Director manages and motivates a staff of eleven full and part time employees. An 18-member Board of Directors leads the organization. An annual budget, in excess of \$1 million dollars, sustains the work.

Our next Executive Director will inherit a healthy, respected organization with deep roots in its service area and with a sophisticated staff and board. Reporting to a committed Board of Directors, the Executive Director is responsible for implementing the strategic direction and overall leadership of Five Valleys. S/he will serve as the public face of the organization and

work with partners to collaboratively advance the mission. The Executive Director will play an integral role in fundraising activities along with Five Valleys’ dedicated Development Team, with a special emphasis on major and planned gifts and fund development from foundations and corporations. The Executive Director will also support the Lands and Stewardship Team in strategic decision making regarding Five Valleys’ land and easement acquisitions and stewardship activities and obligations.

The Executive Director will be responsible for coordinating with the existing leadership to shape the future evolution of the organization and its programs. S/he will work closely with the Board of Directors to ensure that Five Valleys’ finances continue to be sound and will directly supervise the organization’s senior staff.

About Missoula



Five Valleys Land Trust was founded in Missoula, Montana in 1972 in response to citizens’ concerns about the degradation of the Clark Fork River corridor in downtown Missoula. Today, Five Valleys’ service area spans 11 counties in Western Montana, but the organization continues to call Missoula home. With a population of approximately 75,000, Missoula is the artistic, cultural, technological and economic hub for the region. Nestled in the Northern Rockies of Montana, surrounded by seven wilderness areas and at the confluence of three rivers, Missoula is an [outdoor enthusiast’s dream](#). The city ranked #9 in Outdoor Magazine’s “Greatest Places to Live in America”. Missoula also makes a good halfway point between Glacier and Yellowstone National Parks.

Candidate Profile and Experience Requirements

The Executive Director is visionary and inspiring. Essential skills and characteristics include a passion for western Montana and land conservation, excellent personnel management and communications skills, and success in major gift development efforts with individuals,

foundations, and corporations. Strong candidates for the Executive Director position embody, demonstrate, or possess many of the following credentials, skills, or traits:

Prior Experience

- Demonstrated executive leadership experience and a minimum of 5 years as a leader in the conservation arena, non-profit / government sectors, or related for-profit area. Advanced degree preferred.
- Demonstrated personnel management skills, including leading and managing a multi-disciplinary team.
- Experience communicating with and presenting to diverse audiences including donors, landowners, board members, conservation partners, and others.
- Demonstrated experience in fundraising, particularly with regard to major gift solicitations and working with foundations and corporate donors. Ability to identify both fundraising opportunities and risks.
- Finance experience and skills and the ability to plan, manage, and execute an operating budget of over \$1 million.
- Proficient with relevant technology and software applications and capacity to learn new software programs.
- Prior experience working with, on, or for a Board of Directors.

Skills, Knowledge and Abilities

- A passion for western Montana and Five Valleys’ mission.
- Excellent communication skills, including being an inspiring public speaker, the ability to write professionally, proficiently, and persuasively, and demonstrated ability to listen carefully and fully.
- A willingness to "share leadership," delegate appropriately, and support professional development of staff.
- Tact, discretion, diplomacy, humility, and the ability to establish and maintain positive working relationships with people from diverse backgrounds.
- Demonstrates Five Valleys’ core values of vision, excellence, integrity, cooperation and patience.
- A background as a strategic and innovative risk-taker and coalition-builder.
- Ability to be credible and relevant in a diverse service area that includes urban and rural communities. Experience in taking collaborative approaches to conservation.

Compensation and Benefits

The salary range for the position is \$75,000 to \$100,000 annually, based on experience. Five Valleys offers a competitive benefits package including:

- 25 paid time off days a year, with longevity increases after 5 and 10 years
- 9 paid Holidays/Year
- Employer-paid health insurance and optional flexible spending account (FSA) for medical, dental, and childcare expenses
- 403(B) Retirement Plan with employer match/contribution
- After 5 years of employment, and every 5 years thereafter, employees are eligible to apply for a sabbatical of up to three months, which may be paid or unpaid depending on circumstances.

To Apply

Please submit a resume and letter of interest to:

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