



Protecting nature. Preserving life.

### **THE NATURE CONSERVANCY** **MONTANA STATE DIRECTOR**

The Nature Conservancy seeks a talented and entrepreneurial individual to advance the Conservancy's conservation agenda in Montana and worldwide. As one of the senior leaders within the organization, the Montana State Director provides strategic leadership for the Conservancy's critical conservation work in Montana and is an important contributor to strategy, conservation policies and programs, and fundraising across the entire organization.

#### **Organizational Overview: A Pioneer in Conservation Leadership**

Founded in 1951, The Nature Conservancy has evolved into a multifaceted international nonprofit conservation organization. It is the largest conservation organization in the world, widely respected for its innovative conservation practices. The Nature Conservancy is comprised of scientists as well as conservation, public policy, and business specialists. The Nature Conservancy is known for utilizing entrepreneurial business practices in creating solutions to complex natural resource management issues. Since 1951, the organization has protected more than 120 million acres across the world. We are now building on this legacy of land, water, and ocean protection to address global challenges facing people and nature around the world by focusing on four priorities across the entire organization: Protecting Land & Water, Tackling Climate Change, Providing Food & Water Sustainably, and Building Healthy Cities.

The Nature Conservancy is a network of state and country programs operating in all 50 states and in 72 countries. The Nature Conservancy's Montana Program has 34 staff, multiple office locations and an annual operating budget of just over \$5.5 million. The Montana program has been a leader in protecting large intact landscapes – conserving over 1.2 million acres of private land in Montana. The Montana program is currently working in three primary geographies: Crown of the Continent, the Northern Great Plains, and the High Divide Headwaters of the Missouri to protect & connect land & water, reconnect & restore forest habitat, restore ecosystem habitat and stream flows, influence public policy, and protect and enhance grasslands.

Montana's state headquarters office is located in Helena with significant presence in both Missoula and Bozeman, along with a network of preserves and offices throughout the state.

For more information on both The Nature Conservancy and the Montana Chapter, please refer to The Nature Conservancy's website: [www.nature.org](http://www.nature.org).

#### **Montana State Director: A Profile in Leadership**

The Montana State Director is a global conservation leader, advancing the Conservancy's agenda in Montana while consistently contributing to the organization's regional and global conservation priorities. The Montana State Director is one of The Nature Conservancy's most senior leaders, playing an important role in contributing to strategy, conservation policies and practices, and fundraising across the organization. The Montana State Director reports to the Pacific NW/Canada Division Director within the North America conservation region.

Because of the breadth of The Nature Conservancy's conservation programs, the Montana State Director must be able to articulate a vision that inspires and motivates staff, donors, trustees, and partners. The State Director must cultivate strong and cooperative working partnerships with government agencies, corporations, foundations, and other conservation partners and have the presence and stature to engage the highest levels of leadership in these organizations. The State Director must also work collaboratively and proactively with other chapters and state directors on cross-border and regional projects and priorities.

The State Director will act to strengthen the fabric of The Nature Conservancy in Montana by convening, brokering and nurturing strategic relationships and partnerships. The State Director also should be an energetic and entrepreneurial leader and possess sophisticated conservation, financial and management capabilities including the ability to analyze and act on complex information that supports the organization's goals. The State Director must be able to lead and motivate a professional staff which is geographically distributed throughout the state.

While final decision-making authority on all Chapter matters rests with the State Director, the Montana Program has seasoned senior staff who work collaboratively, focusing on conservation goals and outcomes embodied in the current strategic plan. The Montana Program is in the midst of a multi-year campaign, that focuses on raising funds for the three conservation priority areas - Crown of the Continent, Northern Great Plains, and High Divide Headwaters. The State Director will play a key role in fundraising to successfully achieve the campaign goals.

The Montana program is supported by a strong, active volunteer advisory Board of Trustees that works collaboratively with the state director. The Board of Trustees contributes leadership and guidance in setting overall program goals and conservation initiatives; helping to promote the Conservancy's mission, goals, and achievements; and, assisting in securing funding for important conservation work. Currently numbering 20 members, the Board of Trustees convenes three times per year at select locations in the state. Currently there are six committees and multiple working groups, which advise staff on issues including conservation initiatives and land acquisitions; board governance; fiscal sustainability; public policy; and fundraising.

The State Director should ideally embody the following professional qualifications and personal attributes:

### **Professional Qualifications**

- A deep commitment to the mission of The Nature Conservancy as the world leader in science-based conservation;
- Ability to frame and articulate a powerful program vision with the leadership qualities to inspire implementation by staff, board, and partners;
- Considerable and demonstrated success in leading fundraising efforts including experience cultivating and soliciting major donors, foundations and private corporations in support of program and operational activities;
- Demonstrated ability to mobilize and motivate a volunteer advisory Board of Trustees in achieving fundraising, programmatic and operational goals;
- A proven track record of success and accomplishment as an inspirational leader;
- Demonstrated success as a manager who has considerable experience attracting, developing and retaining a decentralized professional staff;
- Proven managerial talent in budgeting, staffing, and performance management;
- Demonstrated understanding of the role science plays in policy development and conservation of natural resources and proven experience deploying this understanding in support of a strategic policy agenda;
- Experience in working with elected officials, state and federal agencies, and/or international government agencies;
- Solid understanding of relevant conservation practices and natural resource management issues and ability to work with staff and partners to develop effective strategies to employ such practices and/or address priority issues; and
- Ability to navigate a complex organizational structure in a global, decentralized organization.

### **Personal Attributes**

- Active listening skills with a willingness to understand the motivations and concerns of all parties;
- Articulate, with proven ability to speak persuasively and write effectively;
- Energetic, personable, trustworthy, diplomatic, and in possession of impeccable integrity; and
- Exceptional analytical, strategic, and tactical ability.

### **Compensation**

Compensation for the State Director includes a competitive salary, and exceptional employee and health benefits.

### **To Apply**

Please apply to position number 47640 at [www.nature.org/careers](http://www.nature.org/careers), submit resume (required) and cover letter separately using the upload buttons. If you experience technical issues, please contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org) for assistance.

**APPLICATION DEADLINE:** prior to 11:59 p.m. Eastern Time on **Monday, July 8, 2019**

*The successful applicant must meet the requirements of The Nature Conservancy's background screening process.*

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