



## POSITION ANNOUNCEMENT

### EXECUTIVE DIRECTOR

#### About Gallatin Valley Land Trust

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Gallatin Valley Land Trust connects people, communities, and open lands through conservation of working farms and ranches, healthy rivers, and wildlife habitat, and the creation of trails in the Montana headwaters of the Missouri and Upper Yellowstone Rivers.

Since our founding in 1990, we've helped conserve land in Gallatin Valley and the surrounding communities through partnerships with private landowners, using voluntary conservation agreements. Our founder, Chris Boyd, was a true visionary. He could see our area changing and saw the need for an organization to care for its future. We've been carrying that torch ever since. Together, with 110 families, we have conserved almost 50,000 acres of productive river bottoms, prime agricultural lands, critical wildlife corridors, elk-filled forests, rolling foothill meadows, and sparkling alpine lakes in our region.

Our mission extends beyond conservation of private lands to include linking of Bozeman's core to public lands throughout the Gallatin Valley. Since 1990 we've collaborated with the City of Bozeman and dozens of public and private organizations to expand the "Main Street to the Mountains" system to more than 80 miles of trails. These trails are used by commuters, runners, bikers, birdwatchers, and stargazers, and help make the Gallatin Valley the best place to live under the Big Sky.

You can learn much more about who we are and what we do at <https://gvlt.org/>.

#### The Opportunity

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We'd love to hear your interest in becoming our next Executive Director, one of the great conservation leadership positions in the West. It's a rare opportunity to take the reins of a highly respected and accomplished land trust in a region of remarkable beauty.

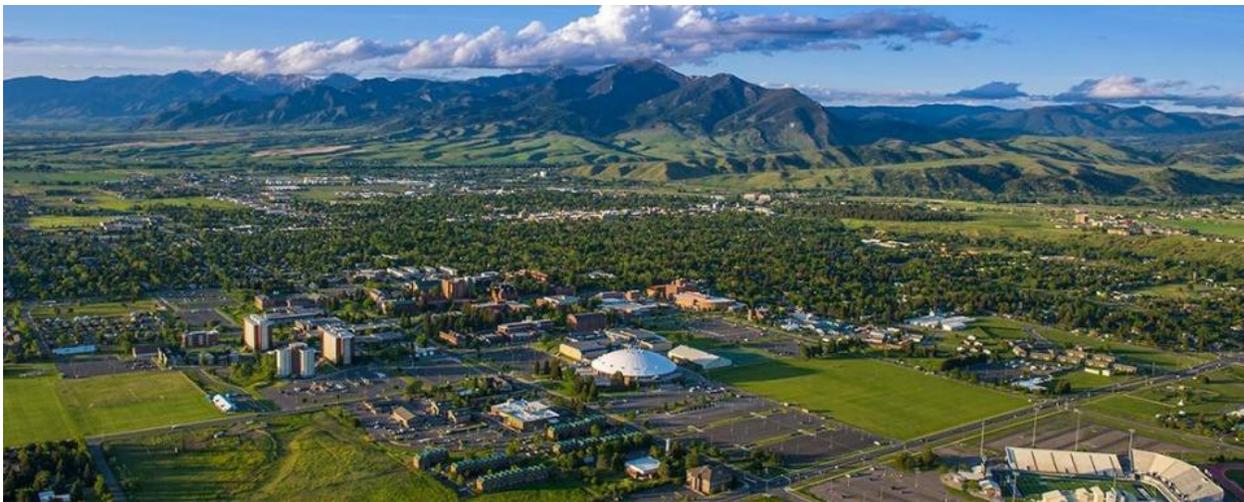
Let us know if you're a difference maker in land conservation who is primed to be the leader and face of a vital and trusted organization that has built its success on a deep commitment to partnerships. As the Executive Director of the Gallatin Valley Land Trust, you would lead a professional staff of 11 and manage an annual budget of \$2 million. You'd be a willing collaborator with our Board of Directors and staff to articulate our organizational vision and ensure our actions align with strategic goals. And you would be an accessible and enthusiastic mentor and motivator for a skilled team of professionals.

As GVLT Executive Director, your comfort zone is on full display as you interact with the public, easement donors, local governments, business and community leaders, and philanthropic partners. Your relationship skills elevate our ability to convene our many partners and broker a common community vision of conservation and trails throughout Gallatin Valley. And your passion for our mission translates into a strong partnership with the Board of Directors, nurturing longstanding relationships, and identifying and cultivating new sources of support.

At all times you uphold the highest ethical standards.

## About Bozeman

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Spend any time in the Bozeman area and you'll understand why we're so proud and determined to protect its many natural advantages. Widely recognized as one of best places to live in the West, Bozeman treats its more than 48,000 residents to an abundance of outdoor, community, and cultural experiences. World-renowned trout fishing. A vibrant downtown. A highly educated population. A youthful vibe as home to Montana State University and its more than 15,000 students. A growing technology sector. Montana's busiest airport. The Bozeman Health Deaconess Hospital with nearly 200 physicians in 42 specialties. And a jobless rate below 3 percent. Just a few reasons we love calling this area home.

## Candidate Profile and Experience Requirements

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We value an executive director with outstanding personal and interpersonal qualities. Someone who is cool under pressure and a settling influence when needed. An optimistic person who communicates a compelling and inspired vision and sense of core purpose. Someone who is widely trusted and easy to approach and talk with, while being direct and truthful. A team builder who creates high morale and fosters feelings of belonging.



We also value an executive director with strong strategic and organizational abilities. An individual who can effectively anticipate and navigate complex political situations. Someone who concentrates their time and the time of others on what's important. A person who relies upon analysis, experience, and scrupulous judgment to make consistently sound decisions. And someone who understands how organizations work and the important role of culture.

If any of this sounds like you, we urge you to get in touch!

### **Prior Experience**

- Advanced education and at least five years' experience in relevant fields, ideally conservation of open and working lands and/or development of trails
- Demonstrated success achieving fundraising goals including developing, sustaining, and identifying new sources of financial support
- Demonstrated leadership skills, including management and supervisory skills and experience working with a nonprofit Board of Directors
- Proven experience functioning effectively as a member of a team and comfortably partnering with a diverse range of stakeholders
- Experience in financial management

### **Specific Duties**

#### ***Strategy and Vision***

- Ensure the organization achieves its conservation and trails mission

#### ***Fundraising***

- Work with the development director to produce long-term fundraising strategies and annual fundraising budget and plan
- Working with the Board of Directors, identify, cultivate, and solicit major donors
- Strategically identify and lead additional development programs, including planned giving and capital campaigns

#### ***Relationships and Communications***

- Articulate and expand a vision for our regional mission and oversee the expansion of the organization's outreach
- Establish and maintain strong, positive working relationships with a wide range of partners and stakeholders
- Represent GVLT to a variety of audiences including community, business and agricultural leaders, government officials, landowners, volunteers and other partners
- Communicate the land trust's vision and exemplify its core values
- Demonstrate political sensitivity when conducting the affairs of the land trust



## **Management**

- Supervise staff, providing mentoring and leadership and creating a positive working environment
- Annually develop and monitor GVLT's budget and provide overall management of the fiscal operations of the land trust in cooperation with the Board Treasurer and Finance Director
- Prepare, with the Board of Directors, strategic plans and annual operating plans, and ensure their implementation
- Ensure board and staff compliance with all internal policies and procedures, legal requirements, and financial standards; maintain status as an accredited land trust
- Work with the Board Chair to coordinate the efforts of the Board of Directors, including planning, governance, and fiduciary oversight. Help recruit and develop new Directors

## **Skills, Knowledge and Abilities**

- Commitment to the mission of the Gallatin Valley Land Trust
- Knowledge and experience with the Northern Rockies/Mountain West and its physical, social, and cultural environments are preferred
- Knowledge and experience with land conservation, trail development, and land trusts are strongly preferred
- Professional and personable demeanor
- Strong organizational skills and attention to detail
- Self-motivated with ability to operate independently and ability to work collaboratively as a team member
- Computer proficiency with experience in relevant software
- High levels of discretion, sensitivity, and good judgment
- Highly collaborative style
- Able to attend morning, evening, and weekend events/meetings outside of normal office hours

## **Compensation and Benefits**

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GVLT offers a competitive salary \$100,000 to \$140,000 and benefits package:

- Generous paid time off including a sabbatical after five years
- Medical, Dental, Disability and Vision Insurance
- Retirement plan with employer match



## **To Apply**

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Please submit a resume and letter of interest to:

Rich Bruer or Jim Morris  
Solid Ground Consulting  
503-249-0000  
[gvlr@solidgroundconsulting.com](mailto:gvlr@solidgroundconsulting.com)

