**Teton Regional Land Trust**

**Executive Director Job Description**

The Teton Regional Land Trust (TRLT) seeks a mission-focused and entrepreneurial leader with demonstrated experience executing on vision and strategy. Working closely with the Board of Directors (Board) and the staff, the successful candidate will provide organizational leadership to grow programs, accomplish strategic priorities and goals, and passionately communicate its mission and accomplishments to internal and external stakeholders. The Executive Director (ED) will have the overall strategic and operational responsibility for TRLT, lead staff in managing all programmatic and administrative activities, ensure that the organization’s funding sources match its achievements and ambitions, and develop opportunities for collaborative partnerships in pursuit of TRLT’s vision. The ED should be a collaborative leader, an accomplished fundraiser, and an excellent manager. This is an exciting opportunity for a charismatic individual to lead a well-established organization into its next chapter of growth and stability.

**Primary Duties and Responsibilities**

*Leadership, Vision & Strategy*

* Work with the Board to develop clear and achievable strategic priorities to accomplish TRLT’s mission and vision with consideration and understanding of the current economic, social, and conservation priorities of multiple regional communities.
* Identify where TRLT can have the greatest impacts moving forward and determine how it will track, measure, and communicate progress and success.

*Partnerships & Strategic Alliances*

* Support and grow TRLT’s effective collaborations with public agencies, local governments, and other organizations to connect the public and relevant decision makers to our land conservation efforts as well as stewardship and restoration initiatives.
* Leverage TRLT’s work through effective strategic alliances.
* Identify and cultivate new partnership opportunities.

*Communication*

* Champion, communicate, and advocate for TRLT’s vision, values, history, achievements, and goals to broad and diverse audiences both locally and beyond.
* Through enhanced outreach and marketing, create and promote a strong organizational identity that conveys the vision, mission, and strategic priorities of TRLT to inspire and galvanize internal and external stakeholder support.

*Fundraising*

* Lead fundraising through personal efforts, as well as guide Board engagement and a strong and talented development team.
* In partnership with the Board, help develop an active, diverse, and inclusive Board that is willing to secure support for the organization.
* Develop strategies and opportunities to continue to grow TRLT’s stewardship endowment.
* Work to increase the number of TRLT’s donors and members.
* Build TRLT’s planned giving program to ensure long term stability of the organization.

*Board Management and Development*

* Continue to engage a broad and diverse base of Board and advisory council volunteers to work with professional staff.
* Clarify the roles of TRLT’s Board and advisory council so that participants feel well supported and integrated and so they can represent the organization effectively.
* Work closely and effectively with the Board, keeping them well-informed and involving them appropriately in strategy, policy, fundraising, and fiduciary oversight.

*Management & Operations*

* Ensure that the organization is well managed fiscally, administratively, and structurally.
* Lead and empower a cohesive staff team, providing them with appropriate direction, authority, support, and accountability to be most effective.
* Serve as a unifying, accessible, and decisive staff leader with the ability to make tough, timely decisions.
* Drive continued high standards of excellence that have been the hallmark of TRLT over its history including the exemplary stewardship of its natural resources.

**Minimum Qualifications**

* Bachelor’s degree, advanced degree preferred.
* 10+ years of relevant work experience, with 5+ years in managerial role; prior nonprofit experience preferred.

**Desired Qualifications**

* Demonstrated success in securing funding for and growing an organization or a business/program function.
* Significant board development, fundraising, and fiscal management experience.
* Demonstrated ability to set clear priorities, delegate, and guide investment in people and systems; keen analytical and problem solving skills which support and enable sound decision making.
* Record of sound financial management in developing and executing the annual budget.
* Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; ability to persuasively negotiate consensus amongst differing opinions.
* Excellent interpersonal and presentation skills with the ability to attract funders and partners by communicating a compelling and inspired sense of purpose.
* Strong commitment to the professional development of staff; successful track record of recruiting and retaining a diverse team.

**Compensation and Location**

* Salary range $80,000 - $120,000 annually depending on experience
* Benefits include health insurance, vacation, sick leave, holiday pay, and retirement.
* Based in Driggs, Idaho

**Hiring Timeline**

* Position open until filled
* Initial application review begins May 4, 2021

To apply, please submit resume to [job@tetonlandtrust.org](mailto:job@tetonlandtrust.org)