

MONTANA ASSOCIATION OF LAND TRUSTS



Glenn Marx, Executive Director 406-490-1659
P.O. Box 892, Helena MT 59624
Email: montanamalt@q.com
Website: montanalandtrusts.org

MALT MEMBERS

**Bitter Root
Land Trust,
Hamilton**

**Kaniku
Land Trust,
Sandpoint, ID**

**The
Conservation
Fund,
Missoula**

**Five Valleys
Land Trust,
Missoula**

**Flathead
Land Trust,
Kalispell**

**Gallatin Valley
Land Trust,
Bozeman**

**Montana Land
Reliance,
Helena**

**The Nature
Conservancy,
Helena**

**Prickly Pear
Land Trust,
Helena**

**Rocky Mountain
Elk Foundation,
Missoula**

**The Trust
for Public Land,
Bozeman**

**Vital Ground
Foundation,
Missoula**

AFFILIATE MEMBERS

**Missoula County
Community and
Planning Services**

**Land Trust
Alliance**

Ducks Unlimited

**Montana Fish,
Wildlife & Parks,
Lands Program**

Job Title: Executive Director (Full-time, Exempt)
Reports To: MALT Board of Directors / MALT Membership
Hiring Entity: Prickly Pear Land Trust / Montana Association of Land Trusts
Salary: DOE
Position Location: Helena, MT
Benefits: Employer provides competitive health benefits, retirement match and vacation leave
Deadline: September 30, 2021

The Montana Association of Land Trusts (MALT) is seeking to fill the position of Executive Director. The Executive Director position is a critical senior leadership position in Montana's private land conservation community. If you are interested in working with an incredible team of passionate, dedicated conservation professionals serving the most beautiful landscape in the country, this may be the job for you.

MALT was established in 2006 and has 12 land trust members that work with landowners on: Voluntary incentive-based conservation easements and other land conservation projects; community conservation including trails, local parks, local nature areas and more; landscape-level forest health and outdoor recreation/public access projects; and other projects of economic and conservation value to Montana. The Montana land trust community is nationally recognized for its quality and quantity of voluntary land conservation and the MALT Board of Directors and membership seek an exceptional, visionary, and entrepreneurial Executive Director to build on 15 years of success and lead MALT in its next stage.

The MALT Executive Director leads MALT's public policy projects, programs, and activities, and is a visible, key conservation figure statewide and nationally.

Position Summary

The MALT Executive Director leads a diverse coalition of land trusts and affiliate members to deliver on MALT's strategic priorities: 1) Enhance and defend Montana private land conservation statutes and policies; 2) Create, support, and expand private and public funding sources for land trusts and land conservation; and 3) Pursue outreach and coalition building, with an emphasis on nontraditional groups and partnerships.

The Executive Director is the public face of Montana's statewide land trust association, creating and maintaining strong relationships with all MALT members, partners, donors, state and federal agencies, and elected officials and their staffs. The Executive Director manages MALT's staff and contractors, creates and manages MALT's annual budget, administers MALT's policy efforts and programs, and works with the Board of Directors and membership to ensure organizational sustainability.

Primary Responsibilities

Leadership, Coalition Building, and Management

- Work closely with member land trusts on specific projects, programs, activities, funding campaigns or other efforts as needed and directed.
- Ensure effective communication and implementation of the Agricultural Land Easement Program in Montana
- Supervise the Montana ALE Program Coordinator.

- Participate in MALT Stewardship Team meetings, in MALT Farm Bill Team calls, participate in NRCS/MALT Partnership Meetings and calls, and in Land Trust Alliance federal policy calls and meetings.
- Identify and cultivate partnerships with a broad spectrum of potential partners including tribes, local governments, nonprofit organizations, and business entities.

Public Policy

- Lobby at the State Legislature for MALT, land and wildlife conservation, and related issues as a leader of the MALT advocacy efforts.
- Work with the Montana Congressional Delegation staff and Members, and with Congress and the Land Trust Alliance on federal policies such as the Land and Water Conservation Fund, Great American Outdoors Act, Farm Bill, and more.
- Work closely with MALT Members, Affiliate Members, and partners, including the Land Trust Alliance Leadership Council, Western and National Programs, The Heart of the Rockies Initiative, and others.
- Assist the MALT Farm Bill Team; work effectively with, and maintain a positive relationship with, the NRCS in Montana and in Washington, DC.

Administration

- Schedule MALT meetings, prepare meeting agendas, and conduct MALT meeting preparation.
- Schedule MALT Board of Director conference calls, prepare board agendas, and conduct MALT Board call preparation.
- Manage MALT's National Fish and Wildlife Foundation grant.
- In coordination with Prickly Pear Land Trust and the Board of Directors, prepare and manage the MALT Annual Budget.

Fundraising

- Prepare and write annual grant applications and grant reports.
- With the MALT Board of Directors' approval, identify and pursue additional fundraising options for MALT.

Communications

- Manage the MALT website.
- Manage the MALT and Montana Open Land social media platforms (currently Facebook, Twitter, Instagram).
- Produce a regular newsletter that is dedicated to land conservation and land trust news, trends, events, and more and distributed throughout the land trust community.
- Lead the quarterly meetings of the MALT Communications Team.

Qualifications

- A minimum of five years' experience in private land conservation, with a demonstrated record of achievement influencing high level public policy.
- Deep working knowledge of local, state, and federal and agricultural conservation government programs.
- Demonstrated success working with the Montana Legislature.
- Expertise in contract administration.
- Demonstrated effectiveness working with local, state, and Congressional elected officials to impact public policy.
- Candidates must have demonstrated ability to exercise sound judgment and have clearly displayed initiative and innovation on past jobs and/or contracts.
- Demonstrated ability to think strategically, develop and manage complex projects from initial application to fully completed project, and adopt new approaches in response to changing circumstances.
- An ability to learn and translate information into action.
- Experience and proven ability to encourage and nurture collaboration among diverse project partners, with an ability to create and thrive in a team environment and work in partnership with a variety of people and organizations.
- Excellent written and oral communication skills, with proven ability to convey information clearly.
- Exceptional interpersonal skills with the ability, style and personality to foster collaborative problem-solving and resolve or diffuse conflict.

- Proven organizational skills and strong attention to and interest in detail, with an ability to meet deadlines and make progress on complex multiple tasks.
- Ability to work independently.
- Valid driver's license and willingness to travel throughout Montana.
- A passion for Montana's land, water, wildlife, and people.

Applications

Well-qualified applicants may contact Mary Hollow, Executive Director, Prickly Pear Land Trust, with questions at Email: mary@pricklypearlt.org

To apply, please send a cover letter and resume (in pdf format) to (mary@pricklypearlt.org) with the subject heading: Job Application: Executive Director – (your last name)

The application deadline is September 30, 2021

MALT is an Equal Opportunity Employer