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JOB ANNOUNCEMENT: EXECUTIVE DIRECTOR

The Montana Association of Land Trusts (MALT) seeks an exceptional Executive Director to help lead and serve a diverse coalition of land trusts and affiliate members in conserving what makes our state the “Last Best Place.”

At a time when much of Montana is rapidly changing, land trusts are working to keep farming and ranching families on the land. MALT convenes, coordinates, and serves as the voice of our state’s land trusts, effectively communicating the value of private land conservation throughout the state, ensuring that statewide policies and local initiatives accelerate the pace of our valuable work, and helping to build member capacity.

The Executive Director leads MALT to deliver on its strategic priorities, supporting conservation policy and funding, helping to build member capacity, and coalition building with members and strategic partners. The MALT 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 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.

MEET MALT

The vibrant communities of Montana are the driving force behind preserving the state's way of life, agricultural heritage, and world-class recreation opportunities. The Montana Association of Land Trusts (MALT), comprised of 12 member organizations, focuses on voluntary, landowner driven conservation through the exercise of private property rights. Together, MALT and its members work with private landowners to protect Montana's open landscapes, multigenerational family farms and ranches, clean drinking water, healthy fisheries, recreation opportunities, and pristine wildlife habitat.



Landowner Partnership

Montana's land trusts have been working cooperatively with willing landowners for over 40 years to achieve their conservation goals. MALT works to ensure landowners have the conservation tools they need to carry out their rights to protect their land if they choose, preserving Montana's special way of life for future generations.

Conservation Policy

To ensure conservation policy works for Montana landowners, MALT coordinates its members on local, state, and national program and policy efforts, and serves essentially as a policy leader for its land trusts across the state. To best serve Montana landowners, MALT staff engage regularly with state officials, the Montana Legislature, and federal officials on a wide range of policies and programs, including the federal Farm Bill, Land and Water Conservation Fund, Montana's open land statute, trails and parks programs, and more.



Economic Diversity

Landowners, land trusts, and conservation easements have been supplying economic value to production agriculture and Montana's economy for more than 40 years. MALT is the vehicle that makes it possible for private landowners to protect their land, in turn creating an asset with the economic value of conserved open space that supports Montana's farm and ranch families, rural main streets, local communities, Montana's agricultural industry and Montana's economy.

MALT MEMBERS

Rocky Mountain Elk Foundation

Bitter Root Land Trust

Five Valleys Land Trust

Flathead Land Trust

Gallatin Valley Land Trust

Prickly Pear Land Trust

Kaniksu Land Trust

The Conservation Fund

Trust for Public Land

Vital Ground Foundation

The Nature Conservancy

Ducks Unlimited



EXECUTIVE DIRECTOR RESPONSIBILITIES

- **Policy Advocacy:** *Serve as MALT's voice in Helena on state conservation policy issues, including lobbying on specific bills. Coordinate with partners on federal policy issues. With contracted lobbyist(s), coordinate and activate MALT members for grassroots policy and advocacy.*
- **Representation and Public Relations:** *Serve as the face of the organization.*
- **Convening:** *Collaborate and coordinate with partner organizations to convene MALT's members to build community, capacity/skills, and camaraderie.*
- **Coalition Work:** *Work with Board, members, and key partners to strengthen the Coalition by setting priorities and advancing common goals. Plan and facilitate MALT's annual member meeting.*
- **Partnerships:** *Develop and support effective mutually beneficial relationships with MALT's nonprofit partners and governmental agencies. Work with the MALT Farm Bill Team to maintain a positive relationship with the NRCS in Montana and in Washington, DC.*
- **Fundraising and Donor Relationships:** *Develop relationships with funders including foundations, government funders, and individual donors. Prepare and write annual grant applications and grant reports. With MALT Board support, identify and pursue additional fundraising options for MALT.*
- **Fiscal Management:** *In coordination with MALT's Board of Directors and Fiscal Sponsor, prepare and manage MALT's annual budget. Manage MALT's grant contracts.*
- **Board Engagement:** *Plan and help facilitate regular meetings of the Board. Participate in Board development, recruitment, orientation, and training.*
- **Personnel Management:** *Supervise the Montana Agricultural Land Easement Program Coordinator and contracted lobbyist(s) and facilitate other external contractors as necessary.*
- **Member Communications:** *Produce and distribute regular member communications (e.g. e-newsletter) that helps members stay up to date on land trust news, trends, and events.*
- **External Communications:** *Coordinate and help implement an external communications plan for MALT.*



SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE

- 3+ years of senior management experience
- Strong experience developing and executing strategy and vision for an organization or department
- Sincere and demonstrated commitment to MALT's mission and vision
- Experience developing and building alliances and partnerships
- Strong organizational skills and a business orientation that leverages and optimizes resources
- Familiarity with Montana's private land conservation issues
- Record of success in developing and maintaining strategic, productive, collaborative relations with funders and partners
- Willingness to work with political and other executive leaders individually or in groups to achieve objectives
- Collaborative and inclusive leader; ability to find common ground and to bring diverse viewpoints together
- Can tell MALT's story in a compelling and authentic fashion
- Able to develop and maintain relationships with a wide variety of internal and external stakeholders
- Outstanding communicator: excellent speaking, writing, and listening skills
- Comfortable working across a diverse set of interests and across the political spectrum
- Understanding and/or demonstrated experience in diversifying and growing funding streams
- Can work effectively within a networked structure to develop goals for an organization that integrates the goals of member organizations
- Ability to make critical choices to develop and drive organization-wide priorities

SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE



Highly Preferred

- Experience supervising direct reports and/or contractors

Preferred

- Experience working in private land conservation
- Experience in nonprofit organizations
- Fiscal accountability; proven track record of managing budgets
- Knowledge of state-level policy processes and agency collaboration
- Has proven ability to serve multiple constituencies and stakeholders
- Track record of building strong, trusting relationships with public and private partners to address complex issues and develop innovative solutions
- Experience facilitating productive conversations within groups
- Direct experience working with and/or reporting to a board of directors
- Experience strategizing on advocacy and policy work at the staff and/or federal level
- Proven ability to facilitate and manage growth

Personal Characteristics

- Visionary and executes on the vision
- Entrepreneurial
- Problem solver who is flexible and nimble
- Tact, diplomacy, and discernment
- Transparent and trustworthy with a high degree of integrity



COMPENSATION AND BENEFITS

- **Salary: \$110,000-\$125,000**
- Comprehensive benefits package including health coverage, retirement match, and vacation leave
- Remote work environment (within Montana); possibility of shared office space with a MALT partner organization
- Must be able and enthusiastically willing to travel to Helena, MT during the state legislative session and attend in-person regional, statewide, and national meetings, as needed

TO APPLY

Interested candidates should send a resume and cover letter to **stacey@consultmetamorphic.com**. Please include "MALT Executive Director" in the subject line.