



# MONTANA WILDERNESS ASSOCIATION

## CONSERVATION DIRECTOR POSITION ANNOUNCEMENT

**Job Title:** Conservation Director

**Supervisor:** Deputy Director

**Compensation:** \$61,000 - \$71,800 (depending on experience); generous benefits

**Classification:** Full time; Exempt

**Location:** Statewide

### **About Montana Wilderness Association:**

Founded in 1958, Montana Wilderness Association (MWA) works with communities to protect Montana's wilderness heritage, quiet beauty, and outdoor traditions now and for future generations. At MWA, we believe that Montana's wild places carry an intrinsic value. We also believe that public lands often contribute to Montana's quality of life. These beliefs underscore why we work so hard to protect public lands, especially wild public lands, from development, degradation, and privatization. As we evolve and grow, we want to ensure these lands remain wild, healthy, and accessible, that all people feel welcome to enjoy them, and that all people who live in the United States have the opportunity to help determine how they are managed.

### **Summary of position:**

The conservation director leads and supports MWA's campaigns and programs. They creatively influence policy, politics, and public opinion to support campaigns and programs that protect Montana's public lands and wild places from development, degradation, and privatization. The conservation director is responsible for leading and coordinating relationships with a wide range of agencies, elected officials, partner organizations, MWA members, and the general public.

This position supervises full-time field directors across the state to implement MWA's strategic plan that includes supporting engagement strategies, fundraising plans, and communications activities. Indirectly, they may supervise other permanent or temporary employees.

### **Major duties and responsibilities:**

- Engages program staff in the development and implementation of priority

- campaigns and administrative processes on federal public land.
- Works with staff to incorporate engagement strategies into campaign planning and execution, including data tracking and analysis.
  - Designs and implements campaigns and programs using MWA staff, consultants, and volunteers, as needed.
  - Works with staff to develop and evaluate program success indicators in the annual operations plan.
  - Oversees the development, implementation, and evaluation of campaign plans, annual staff work plans, annual program budgets, and quarterly reports.
  - Assesses needs and opportunities for the field staff to utilize relevant training opportunities to learn the skills necessary to advance campaign goals.
  - Develops and maintains strategic relationships with elected officials, key agency staff, and community leaders to achieve campaign goals and objectives.
  - Serves as a spokesperson for MWA when appropriate.
  - Coordinates with staff to ensure that relevant public land policies and conservation strategies are integrated into the field program.
  - Works with staff to ensure that MWA's campaign-related communications goals are achieved.
  - Assists staff in identifying and communicating with donors and framing campaign-related work for foundations, including assisting with grant writing and reporting.
  - Maintains regular communication with program staff including regularly scheduled phone calls and face-to-face meetings.
  - Conducts annual evaluations of assigned staff.
  - Coordinates with staff to support strategies and tactics to build power for conservation with the Wild Montana Action Fund, MWA's sister 501(c)(4) organization.

QUALIFICATIONS AND ABILITIES:

- Proven ability to perform the major duties and responsibilities above.
- Ability and strong desire to build, lead, and manage a team of skilled program staff.
- Demonstrated experience in environmental advocacy, public policy, grassroots organizing and/or public lands issues.
- Ability to research and maintain a working knowledge of local, state, and national public land issues.
- Ability to work collaboratively with conservation and community partners.
- Ability to effectively work with a diverse range of people and groups.
- Ability to draft written or visual materials that advance the mission,

including policy papers, fact sheets, news releases, alerts, articles, and brochures.

- Ability to develop and manage budgets.
- Strong written and verbal communication skills.
- Commitment to diversity, equity, inclusion, and justice.

**REQUIREMENTS:**

- Ability and willingness to travel when it is safe to do so, please note that Covid-19 travel restrictions are currently in place.
- Ability and willingness to work nights and weekends when needed.
- Valid United States issued driver's license and be insurable.

**Hiring Timeline**

Applications will be accepted through January 15, 2021 or until the position is filled. Interviews will be held in February with the goal of job placement by March 31, 2021.

**How to apply**

Please send a resume and one-page cover letter to MWA Operations Director Laura Parr at [lparr@wildmontana.org](mailto:lparr@wildmontana.org). Resumes submitted without a cover letter will not be considered. Cover letters should describe pertinent professional and personal experience. No phone calls please.

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