



DIRECTOR OF
CONSERVATION

POSITION
PROFILE



Position Announcement: Greater Yellowstone Coalition (GYC), one of the most effective conservation organizations in the United States, seeks a Director of Conservation to play a key role in major campaigns to protect the lands, waters, and wildlife of the Greater Yellowstone Ecosystem.

ABOUT GREATER YELLOWSTONE COALITION



With Yellowstone and Grand Teton national parks at its core, the Greater Yellowstone Ecosystem encompasses over 20 million acres across parts of Montana, Idaho, and Wyoming. Greater Yellowstone's vibrant communities are marked by varied economies and unique cultures. The ecosystem is home to a complete array of native wildlife, gives rise to the headwaters of the West, holds an important place in the history of conservation, and is of deep importance to Native Americans who have made this place home since time immemorial.

For nearly 40 years, GYC has been the only on-the-ground conservation group working solely to protect and conserve the Greater Yellowstone Ecosystem. Leading with our core values of integrity, innovation, collaboration, excellence, and inclusion, we work to ensure wild nature flourishes, and plant, animal, and human communities thrive in reciprocity. Driven by the best available science, GYC tackles the complex challenges facing this region by engaging a wide range of people, creating space to find solutions and build consensus, and bringing new ideas and innovation to the table.

[LINK TO GYC STRATEGIC PLAN](#)

VISION

We envision a Greater Yellowstone where wild nature flourishes, plant, animal, and human communities thrive in reciprocity, and all people work together to conserve this globally significant ecosystem.

MISSION

To work with all people to protect the lands, waters, and wildlife of the Greater Yellowstone Ecosystem, now and for future generations.

POSITION SUMMARY

The Director of Conservation is an energetic and strategic leader driving GYC's conservation programs across the Greater Yellowstone Ecosystem, which includes parts of three states – Montana, Idaho, and Wyoming. Synthesizing information from science, politics, and public opinion, the Director guides high profile conservation campaigns and projects that protect the Greater Yellowstone Ecosystem and engages a wide range of agencies, partner organizations, stakeholders, and decision makers.

This position provides high-level leadership to an experienced staff by steering conservation strategy, supporting and establishing new initiatives within GYC's strategic plan framework, and developing effective external partnerships. The Director facilitates coordinated learning, problem-solving, and effective reporting of GYC achievements among staff, board, donors, and stakeholders. They also collaborate with GYC's communications and development staff to develop materials and promote GYC's work to key audiences.

The Director of Conservation directly supervises two Deputy Directors and indirectly oversees the work of approximately 12 to 15 conservation staff, interns, and contractors. This position reports to the Executive Director and serves on GYC's Leadership Team, which guides the overall direction of the organization.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Leads and provides strategic direction for GYC's conservation programs.
- Designs, develops, and assists in securing funding to implement new, innovative programs & campaigns within areas of growth identified by GYC's strategic plan.
- Works with staff and external partners to elevate Greater Yellowstone as a national conservation priority and engages in national conservation policy and administrative rule making that has significant implications to Greater Yellowstone.
- Provides leadership to campaign teams to support GYC's diversity, equity, and inclusion commitments in their work, as appropriate to campaigns.
- Engages and partners with leaders of other organizations, agencies, and donors working in the region on ecosystem or national-level shared concerns and issues.
- Prepares and conducts regular performance reviews of all direct reports as outlined in GYC's Handbook.
- Manages, with support of Deputy Directors, ongoing conservation programs and campaigns.
- Oversees, with support of Deputy Directors, departmental expenses and assists in preparing annual budgets.
- Works closely with Deputy Directors and staff to lead the development of the GYC annual program plan.
- Works closely with the leadership team and other key staff to shape the organization's priorities.

QUALIFICATIONS

- Proven ability to perform the essential duties listed above.
- 10+ years' experience working in the conservation field; ideally 5+ years working in conservation in the West.
- A bachelor's degree in a relevant field; graduate-level education a plus (highly relevant experience and a demonstrated commitment to personal development and growth will also be considered).
- Ability to synthesize complex issues into integrated and cohesive programs, campaigns, and projects.
- Demonstrated experience supervising staff; experience leading a department preferred.
- Desire to learn and grow professionally, as well as support the growth of colleagues.
- Proven experience and success in planning and implementing strategies aimed at bringing about public policy change.
- Strong written and verbal communications skills and a proven ability to work effectively with diverse populations.
- A commitment to developing creative and innovative approaches to conservation.
- Experience in public speaking and external communications, including the ability to work well with the media and to articulate organizational positions and concerns.
- Experience using a variety of tools including advocacy, coalition building, grassroots activism, and litigation.
- Experience organizing and mobilizing public support.
- Ability to work successfully at local, regional, and national levels with a politically diverse array of stakeholders.
- Demonstrated ability and willingness to work with development staff in representing GYC in various fundraising activities and in supporting grant proposal writing and reporting.
- Familiarity with the Greater Yellowstone Ecosystem and conservation in the West.
- Commitment to GYC's mission and goals.





OPPORTUNITY

Greater Yellowstone Coalition is a trailblazer in the practice of large landscape conservation. As a key leader for GYC, this role offers a strategic and passionate Director of Conservation the opportunity to help conserve one of the largest intact ecosystems in North America. Working alongside a dynamic team, with the ability to direct projects and funding, the Director has the potential to profoundly impact the communities, species, and landscapes of the Greater Yellowstone Ecosystem, both now and for generations ahead.



PHYSICAL DEMANDS & WORKING CONDITIONS

GYC is currently operating under a hybrid work model.

GYC is committed to honoring and improving accommodations within our existing infrastructure. Typical work conditions include:

- Business office environment with moderate noise.
- Travel by car and plane both within the GYE and the U.S.
- Will sit at desk and move between offices.
- Work on a computer, use a telephone and other general office equipment.
- Lift and carry up to 25 pounds.

LOCATION

GYC Headquarters or Field Office
(Bozeman, MT; Lander, Cody or Jackson, WY; Driggs, ID)

The Greater Yellowstone Coalition is an equal opportunity employer. We do not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

COMPENSATION & BENEFITS

- Salary range: \$100,000-130,000, depending on experience.
- Employer paid health premiums for employees and contributions for dependents, spouses, and domestic partners.
- Employees can elect to have additional premiums for vision, dental, life, and long-term disability.
- Generous time-off: vacation, sick, personal, paid holidays, and sabbatical.
- Tuition reimbursement program.
- Employer contribution to profit sharing retirement plan.

TO APPLY

GYC has retained the services of ThinkingAhead Executive Search. Please submit your resume and expression of interest to:
Jimmy Hillig at jhillig@thinkingahead.com and
Chris Spagnola at cspagnola@thinkingahead.com.



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