



Title: Conservation Program Manager (Park County, MT)
Location: Livingston, MT/Park County preferred (potential to work from home)
Reports to: Conservation Director
Status: Full-time exempt
Salary: \$70,000-\$85,000, DOE, with generous benefits package (see below)
Apply by: Open until filled; review of applications will begin on January 30, 2023
Projected Start: March/April 2023

Summary of Position

Park County, Montana is located just north of Yellowstone National Park and includes the spectacular Paradise and Shields Valleys. The County is home to historic ranches, abundant wildlife and the wild Yellowstone River. The Gallatin Valley Land Trust (GVL) seeks a talented and visionary individual to join our team to help conserve this treasured landscape. The Conservation Program Manager (CPM) will lead and grow a private land conservation program dedicated to the land, wildlife, landowners and residents of Park County. The CPM will be responsible for building trusting partnerships and actively listening to the needs of private landowners, agricultural and conservation groups and the larger community. The CPM will provide expertise on private land conservation and will actively develop and advance conservation easement projects. Qualified candidates will have a deep commitment to land conservation, as well as experience with conservation easements or other real estate tools. This individual will possess knowledge of natural resource values and management, preferably in the Northern Rockies. This includes familiarity and interest in agriculture, wildlife, and water. The CPM will be well supported within a 6-person team of innovative and experienced land conservation professionals and will have regular opportunities to learn and grow alongside GVL's trails, development and operations staff of fourteen. With at least five years of dedicated funding for staffing and project work, a dynamic leader and conservation professional can forever impact the future of this nationally significant landscape. This person would build on existing partnerships and would take the lead on several active projects that are already in motion.

Job Duties

Initiate, advance and complete land conservation projects (65%):

- Identify, evaluate, and pursue priority conservation easements on important agricultural and wildlife lands.
- Initiate and sustain outreach and education with individual landowners, landowner groups, and other strategic partners to develop new conservation projects.
- Negotiate conservation easements with landowners and landowner representatives.
- Oversee due diligence work related to easement acquisition including title and mineral reviews, environmental assessments, and managing consultants such as appraisers, attorneys, surveyors, etc.
- Work with legal counsel to draft conservation easements, review title and prepare closings.
- Identify funding strategies and sources for conservation projects.
- Help to administer and develop applications for the Paradise Valley Conservation Partnership RCPP grant (\$7.85 million available and recently allocated to this region).
- Manage and represent projects to the Board of Directors and funding partners as they move through the review process.
- Utilize ArcGIS to evaluate properties, develop maps, assess resources and complete funding applications.
- Maintain complete files on active projects and create permanent paper and digital files once a transaction is complete.

Partnerships and Planning (25%):

- Identify, pursue, and engage in collaborative partnerships with landowner groups, government agencies, and other conservation focused NGOs. Professionally represent GVLТ values, mission and priorities.
- Work with staff to develop Park County specific branding and materials to ensure the program is rooted within the local community.
- Provide leadership and education in the community regarding land conservation opportunities including organizing and attending events and delivering presentations to groups.
- Outreach to landowners and landowner groups to provide information about conservation easements and other conservation options.
- Participate in national and regional conservation networks to further land conservation goals.
- Develop strategic priorities for the Park County land conservation program and provide progress reports on strategic priorities.
- Develop annual budgets and workplans for the program.
- Through Land Trust Alliance and professional development opportunities, stay current on all aspects of conservation easements and other land conservation issues.

Management and Other (10%):

- Develop and manage a Park County Advisory Committee that will help to develop, support and review conservation projects.
- Future potential to supervise a Lands Project Manager who will support conservation projects.
- Participate in bi-weekly staff meetings, and bi-monthly Board meetings, to keep colleagues and members apprised of project status.
- Assist with donor support activities and events as needed.
- Assist with administrative and office responsibilities as needed.

Qualifications

- Minimum of bachelor's degree in natural resources management, conservation, law or another related field of study and/or applicable experience. Advanced degree in related field preferred.
- Minimum five years of professional experience, preferably in the area of private land conservation, natural resource management, agriculture, law, real estate or another applicable field.

Skills

- Proven ability to develop positive and effective working relationships with diverse partners including private landowners, agricultural groups, resource professionals, government agencies and the general public.
- Exceptional interpersonal skills and the ability to communicate effectively both verbally and in writing.
- Proven organizational skills and strong attention to detail.
- Ability to meet deadlines and prioritize multiple and complex tasks.
- Ability to publicly represent GVLТ, its mission, and core values.
- Highly motivated, creative, organized self-starter with a passion to complete land conservation transactions.
- Ability to take initiative and comfort with leadership positions.
- Proficiency with Microsoft Office Suite and ArcGIS.

Knowledge (preferred):

- Principles, practices, and techniques of private land conservation.
- Conservation easements and other real property interests. Current tax, land use, water, and conservation laws.
- Natural resource values and issues in the Greater Yellowstone Ecosystem.
- Knowledge of funding sources, particularly from government agencies such as the NRCS.

Working Conditions

- Work from home or shared office space in Livingston if desired.
- Required travel to Bozeman (20 miles from Livingston) at least one time per week for training and team meetings, especially in the first six months.
- Frequent day travel throughout Park County for property visits and partner meetings.
- Must have valid driver's license and willing to drive in winter conditions.
- This position may include opportunities for overnight travel once or twice a year for professional development.

Benefits

- 2 weeks paid vacation increased to 3 weeks after one year of employment. Employees gradually increase to 5 weeks of paid vacation after 5 years of employment.
- 10 days of paid personal leave and 10 paid holidays.
- Eligible for a 2-month paid sabbatical after 5 years.
- 100% coverage for employee's Health, Vision and Dental Insurance premiums; 50% coverage for dependents and monthly HSA contributions.
- 100% coverage of Long-Term Disability Insurance, Basic Term Life and AD&D Insurance.
- Matching retirement contributions up to 3%.
- 2-months paid family leave.
- Flexible and family-oriented schedule.
- Investment in professional development.

If you meet 75% of the above qualifications, we encourage you to apply.

Application Procedure

Please submit a cover letter explaining your interest in the position with resume and three professional references to: EJ Porth, ej@gvlt.org. This position will remain open until filled. Applications will be reviewed starting January 30, 2023. GVLIT is an equal opportunity employer and values candidates who bring diverse perspectives to our work.