Senior Climate Conservation Associate

Reports to: Climate Change Coordinator
Location: Bozeman, MT preferred. GYC offices in WY or ID considered.
Supervises: N/A
Status: Full-Time, Non-Exempt
Last Update: October 2022

Scope of Organization
Greater Yellowstone Coalition (GYC), named one of Outside Magazine’s Top 100 places to work two years in a row, seeks a Senior Climate Conservation Associate to play a key role in our work with communities, tribes, agencies, partners, and stakeholders to improve climate resilience and adaptation within the Greater Yellowstone Ecosystem (GYE). The GYE is a remarkable natural landscape: home to a complete array of native wildlife, the headwaters of the west, an important place in the history of conservation, and of deep importance to Native Americans who have made this place home since time immemorial.

Scope of Responsibilities
The Senior Climate Conservation Associate (SCCA) plays a key role in GYC’s work to conserve the lands, waters, and wildlife in the Greater Yellowstone Ecosystem. Working with the Climate Change Coordinator and other GYC staff, the SCCA will help develop and execute GYC programs, campaigns, and projects across the Greater Yellowstone Ecosystem that achieve GYC’s climate and conservation goals. Primarily, the SCCA will be responsible for helping develop and implement an ecosystem-wide program to identify priority watersheds as climate refugia, implement low-tech restoration projects, promote community floodplain protections, protect priority streams and rivers in southern Montana through Wild and Scenic Rivers designations, and build community support to address climate impacts to native fish and waters.

The position will also work with the Deputy Director of Conservation and other conservation staff to help develop and shape local, state, and federal policies on these issues. These campaigns are ecosystem-wide, with a portion of the work focused on Montana watersheds.

Specific duties include coordinating with federal and state partnerships to identify watersheds that are suitable for low-tech restoration projects, leading fieldwork to build beaver dam analogues, restore beaver habitat, and protecting climate refugia through land management planning processes. The SCCA may also research and develop appropriate climate and water-related policy by developing and maintaining working relationships with key partners including agency officials, elected representatives, landowners, conservation organizations, indigenous communities, and other influential leaders.

The SCCA will be a critical member of Greater Yellowstone Coalition’s conservation team, as this position will be involved in proactive, landscape scale conservation. Teamwork is a core competency at GYC, making close coordination between GYC’s other offices and departments an essential duty of this position.
**Essential Duties and Responsibilities**

- Assist with the development of a framework for prioritizing and planning low-tech stream restoration projects to improve stream resilience to wildfire.
  - Coordinate efforts with agency partners to prioritize key areas for the work across the GYE.
  - Create a work plan that will be used as the foundation for securing funding to test cost-effective project planning and the implementation of pilot projects.
- Serve as an integral partner with the Montanans for Healthy Rivers coalition to grow grassroots community support and host the annual Wild Rivers Film Tour to promote passage of the Montana Headwaters Legacy Act.
- Work with county governments, community leaders, and conservation partners to develop a strategy and implement local-based solutions that protects floodplains from development to avoid disruption of ecological function and reduce risks to infrastructure damage caused by a changing climate.
- Review proposed agency actions and legislation, develop comments and support GYC campaigns in implementing strategies to achieve policy goals.
- Work with partner organizations or contractors as appropriate in providing legislative, administrative, or scientific support on conservation issues.
- Develop close working relationships with partner organizations, agency personnel and community leaders.
- Be a spokesperson for GYC’s conservation programs and perspectives.
- Be an active participant in achieving GYC’s development and fundraising goals.
- Fulfill other responsibilities as assigned.

**Qualifications**

**Educational and work experience:**
- Bachelor’s or higher-level degree in relevant field (substantial experience may substitute).
- Three – five years of experience working on water resource management, climate change impacts, and/or conservation issues in the west.
- Conversant in freshwater conservation, floodplain and riparian restoration, and climate change resiliency and adaptation in aquatic and terrestrial landscapes

**Practical experience:**
- Demonstrated understanding of conservation issues and policies in rural western landscapes.
- Demonstrated ability to review and synthesize best available science or other sources of knowledge and information, and craft strong conservation policy positions
- Proven ability to complete on-the-ground projects with landowners, agencies, and other partners
- Excellent oral and written communication skills
- Demonstrated ability to discuss science and policy with people representing varying interests, backgrounds, and expertise, including landowners and community leaders
- Excellent strategic/critical thinking and problem-solving skills
- Experience using Microsoft Office and willingness to use shared project software/programs
- Mapping and GIS skills preferred.

**Work schedule and travel obligations:**
- Willingness to travel, primarily in the region (valid driver's license required)

**Expectations**
- Commitment to continual growth and learning
- Commitment to diversity, equity, and inclusion
- Commitment to the mission and goals of the Greater Yellowstone Coalition
Compensation and Benefits
- Salary range: $53,000-58,000 DOE
- Employer paid health premiums for employees and contributions for dependents, spouses, and domestic partners
- Employer paid long term disability
- Employees can elect to have additional premiums for vision, dental, life, and accident policies
- Generous time-off: vacation, sick, personal, paid holidays, and sabbatical
- Tuition reimbursement program
- Employer contribution 401k with additional match

Physical Working Conditions
*GYC is committed to honoring and improving accommodations within our existing infrastructure.*
- Business office environment with moderate noise
- Will sit or stand at a desk and move between offices. Accommodations can be made.
- Work on a computer, use a telephone, and other general office equipment
- Lift and carry up to 25 pounds. The use of a dolly, cart, etc. is available. Accommodations honored and assistance from other staff are strongly encouraged.
- This position will be up to 20% travel, mostly by car, to our regional offices.
- GYC is currently operating under a hybrid, remote and office work setting due to the pandemic