Title: Stewardship and Community Engagement Specialist  
Classification: Full-time, year-round, exempt salaried position  
Location: Glacier-Two Medicine Alliance office in East Glacier Park, Montana  
Reports to: Executive Director

Position Summary:  
The Stewardship and Community Engagement Specialist (Specialist) is a program manager-type position that is responsible to further develop and implement GTMA’s “Stewardship and Recreation Program” and other non-advocacy projects that support GTMA’s conservation advocacy campaigns. The Specialist also leads GTMA’s broader community engagement efforts on and around the Blackfeet Reservation. Through on-the-ground stewardship projects, education and outreach events, organized outdoor recreation activities, and other community engagement practices, this position seeks to improve the ecological integrity of the Badger-Two Medicine and surrounding areas of the Crown of the Continent Ecosystem (the Crown), to foster greater appreciation and concern for this landscape’s irreplaceable ecological and cultural values, to improve equitable access to outdoor recreation and public lands for youth and other underrepresented demographics, and to cultivate a stronger, more inclusive grassroots conservation movement to protect the land, water, and wildlife of this still predominantly wild and ecologically intact region.  
An essential element of this work will be to continue to nurture and develop respectful relationships and productive partnerships within the Blackfeet tribal and broader Reservation communities, as well as with other conservation organizations, with federal/tribal/state resource management agencies, and with key individuals. The Specialist will regularly seek input from community leaders and partners to inform GTMA’s conservation priorities and approaches, to identify opportunities for GTMA to support existing community-led projects, and to help ensure land, water, and wildlife conservation in the Crown better honors tribal rights, knowledge, and culture as well as reflects local community interests and concerns. The Specialist will regularly represent GTMA to our supporters, community leaders, agency officials, and conservation partners, as well as at community events, and will provide support to community partners with various relevant projects.  
Additionally, the Specialist will routinely assist with other land and wildlife conservation policy and management advocacy projects as well as with core organizational operations, including communications and marketing tasks and occasional fundraising and administrative support.

Primary Duties and Responsibilities  
• Work with the ED, Board, and program partners to develop and manage GTMA’s Stewardship and Recreation Program as well as other non-advocacy projects that support GTMA’s land or wildlife conservation advocacy campaigns, like a Bear Smart Community education initiative.
• Collaborate with the Blackfeet Tribe, federal land management agencies, landowners, and other stakeholders to foster a more cooperative and coordinated public-private approach to managing invasive species (i.e. noxious weeds) across local land ownership boundaries.

• Plan, organize and manage various volunteer-oriented stewardship projects, outreach and educational events, youth-focused activities, and recreational outings to achieve program goals.

• Maintain, grow, and develop relationships and productive partnerships with Blackfeet tribal leaders, traditionalists, and members, conservation and community organizations, resource agency staff, local businesses, landowners, public land users, and other key people interested in the protection and stewardship of the Badger-Two Medicine or surrounding areas of the Crown.

• Provide support to community partners to boost their capacity for strategically selected projects.

• Conduct community outreach on the Blackfeet Reservation and in adjacent areas of Montana to raise awareness about GTMA, to understand the community’s conservation interests, priorities, and perspectives, to cultivate new partnerships, and to grow our grassroots base of support.

• Cultivate, equip and mobilize volunteers to support planning and implementation of various projects and activities, or to otherwise help support the work of GTMA.

• Represent GTMA at various community events locally and around the Crown.

• Assist the ED in organizing grassroots advocacy actions as needed or directed, such as a letter writing campaign, or issues education event.

• Contribute to GTMA’s communications and marketing efforts, including creation of some original written or digital content, like blog posts, event flyers, and press releases.

• With ED and other staff, cooperatively manage social media, conduct email marketing campaigns, update the blog, take and organize photos/videos, and edit website.

• Assist with GTMA’s development and fundraising efforts as needed, including fundraising events, grants, and donor appeals.

• Perform other duties as needed or assigned.

**Minimum Qualifications**

• A Bachelor’s degree in a relevant field of study plus a minimum of two (2) years prior pertinent professional experience (alternative paths to similar qualifications will be considered).

• Strong oral and written communication skills, including the ability to speak publicly and listen respectfully to people with different perspectives or backgrounds.

• Efficient and effective self-starter who can complete projects on time without close supervision.

• Skilled planner and event organizer who can think strategically, problem-solve, and manage multiple projects simultaneously.

• Proven ability to work effectively in teams with a diversity of people and communities.

• Ability and enthusiasm to network, cultivate relationships, and interact with people in a variety of public and private settings.

• Proficient computer skills, including familiarity with Microsoft Office, Adobe Creative Cloud, and Google Workspace products.
• Passion for protecting wild country and wildlife along with a commitment to environmental justice and respect for tribal sovereignty, knowledge and cultures.

Preferred Qualifications
• Prior work experience within the Blackfeet Reservation community or other tribal community.
• Passion for GTMA’s mission and knowledgeable about the Badger-Two Medicine, Glacier National Park, and surrounding areas in the Crown of the Continent ecosystem.
• Conservation field skills and knowledge such as experience with scientific field research, trail maintenance, or noxious weed management.
• Knowledge and experience in backcountry outdoor recreation, including group leadership.
• Experience working with youth and young adults.
• Experience managing volunteers.
• Experience with social media as a professional communication and/or organizing tool.
• Experience and skills in digital photography and videography, including editing.

Position Requirements
The position is based at GTMA’s office in East Glacier Park. Although some flexibility in work location is allowed, the position requires regular time at the office and out in the local community. Frequent local travel, as well as occasional out-of-area travel and overnight trips required. The successful candidate must have reliable access to a personal vehicle that is in good, running order. Mileage is reimbursed at GTMA’s annual rate, with per diem provided for overnight travel in accordance with GTMA’s Travel Policy. Some evening and weekend work required, especially May to September. The successful candidate must also be able and willing to hike, camp and cross-country ski/snowshoe in a wilderness environment, including the ability to travel safely alone and to lead groups.

Physical Demands
The work predominantly occurs in an office setting. Daily physical tasks frequently include the ability to climb stairs, talk with other people one-on-one, make phone calls, attend video meetings, and type. Other aspects of the job require the ability to perform a myriad of more physically demanding tasks. Examples of these tasks include the ability to carry on conversations in loud settings, to lead group hikes in a wildland setting covering more than 10 miles in a single day, to perform manual service work like pulling weeds by hand, to carry a heavy backpack and camp in the backcountry for multiple days at a time, and to repeatedly lift boxes of goods often weighing in excess of 25lbs.

Compensation and Benefits
Annual starting salary of $45,000 - $50,000 based on skills and experience. Annual raises may be awarded as determined by the Board of Directors based on performance merit or cost of living adjustment considerations. A competitive benefits package is provided, including medical and dental coverage, employer matched Simple IRA retirement plan, generous paid time off (vacation, sick and holiday), monthly cell phone stipend, paid time in the backcountry, plus some occasional telework and non-traditional hours flexibility.
How to Apply
Please send a resume and cover letter along with three professional references to peter@glaciertwomedicine.org with the subject: Stewardship and Engagement Specialist. Applications will be reviewed starting on July 25th. The position is open until filled. Not sure if you meet all the job qualifications? We encourage you to contact us if you’re unsure if you meet the qualifications. If you think you have what it takes, please apply and let us decide.

About Glacier-Two Medicine Alliance
GTMA is a community-based, grassroots conservation organization dedicated to the protection and stewardship of the lands, waters and wildlife of the Badger-Two Medicine and surrounding areas of the Crown of the Continent ecosystem. Through science-based advocacy, on-the-ground conservation stewardship projects, and support for Indigenous-led conservation initiatives, we work to ensure wild nature, human communities, and Native cultures can thrive in the Crown for generations to come. Headquartered in East Glacier Park, Montana, we do this work with a professional staff of 2.25 people, a volunteer local Board of Directors, and a dedicated set of partners. Learn more at www.GlacierTwoMedicine.org.

Glacier-Two Medicine Alliance is an equal opportunity employer who does not discriminate on the basis of race, color, religion, creed, gender, gender expression, sexual orientation, age, national origin, disability status, military status, or any other characteristic protected by federal, state or local laws. We are committed to providing an inclusive and welcoming environment for all members of our staff, supporters, volunteers, contractors, and vendors.