



POSITION TITLE:

## **IDAHO CONSERVATION MANAGER**

**Reports to:** Deputy Director of Conservation

**Location:** Driggs, ID

**Supervises:** Idaho Conservation Organizer

**Status:** Full-Time, Exempt

**Last Update:** September 2024

### **Organizational Overview:**

For more than 40 years, the Greater Yellowstone Coalition (GYC) has been “America’s voice for a Greater Yellowstone.” As the only on-the-ground conservation group working solely to protect the Greater Yellowstone Ecosystem (GYE), we strive passionately, professionally, and strategically to protect the lands, waters, and wildlife of this remarkable area. Greater Yellowstone’s 20 million acres comprise one of the last and largest intact temperate ecosystems on Earth. It is also home to vibrant communities with varied economies and unique cultures in the three states of Idaho, Wyoming, and Montana.

As a place-based conservation organization, GYC uses the full range of tools available to achieve durable conservation outcomes. We believe in the power of working together. We are creative thinkers and aren't afraid to think big when it comes to achieving our goals and advancing our mission. We build authentic and trusting relationships. We believe in what we do.

### **Scope of Responsibilities**

The Idaho Conservation Manager (ICM) is a senior level position that provides strategic leadership for GYC’s efforts to protect lands, waters, and wildlife within the Idaho portion of the Greater Yellowstone Ecosystem. The ICM develops and implements programs that achieve GYC’s long-term conservation goals. Specifically, the ICM leads GYC’s work to conserve key public lands, improve habitat connectivity, prevent human-wildlife conflicts, and shape local, state, and federal policy decisions. The ICM builds and maintains effective relationships with

organizational partners, including agency staff, elected representatives at all levels, landowners, Indigenous communities, and GYC supporters. The ICM collaborates and coordinates across the organization's departments (conservation, communications, development) to ensure programmatic priorities in Idaho align with GYC's overarching strategic priorities. The position provides direction to and supervises Idaho-based staff and contractors responsible for campaigns and projects.

An essential duty of the ICM is helping develop conservation goals for GYC's work in Idaho and planning and implementing effective strategies that advance the organization's mission. This includes overseeing activities related to planning processes, legislation and policy making at the state and federal levels, participation in local collaboratives and partnerships, and implementing on-the-ground projects. The ICM represents GYC with government agencies and elected representatives, the media, and with funders and supporters. Additionally, teamwork and working closely with the organization's other offices and departments will ensure success. The ICM works under the supervision of the Deputy Director of Conservation and is a thought-leader and critical member of GYC's senior conservation team.

### **Essential Duties and Responsibilities**

- Help set conservation goals for Idaho that align with the goals listed in GYC's strategic plan.
- Lead implementation of programs and campaigns that achieve set goals through a broad range of tools such as policy adoption, legislation, legal avenues, advocacy, collaboration, incentive-based approaches, and other innovative strategies.
- Effectively coordinate internal and external activities that focus on issue areas such as public land conservation, preventing human conflicts with wildlife, and enabling natural processes like wildlife migration.
- Develop respectful and effective working relationships with partner organizations, Tribes, agency personnel, community leaders, and others.
- Work with communications staff to develop and implement outreach and media strategies to accomplish goals.
- Assist the Development Department in achieving GYC's fundraising goals through grant writing, foundation solicitations, and donor cultivation as needed.
- Supervise associate-level staff, interns, and independent contractors in implementing priority campaigns and on-the-ground projects.
- Represent and be a spokesperson for GYC in Idaho.
- Participate actively in internal goal setting and planning efforts.
- Commit to professional growth; diversity, equity, and inclusion; and GYC's mission.

### **Qualifications**

- A bachelor's degree in a relevant field of study; advanced degrees preferred (experience can substitute if highly relevant).
- A minimum of 5-7 years of experience in nonprofit, advocacy, or political organizations, preferably within conservation or natural resources management and familiar with Idaho, Montana, and Wyoming.
- At least 3 years of experience successfully managing people, including supervising, evaluating, and training direct reports.
- Proven ability to set goals, develop plans, and implement advocacy campaigns to influence public processes, such as agency rulemaking or legislation.
- Experience working within dynamic political environments and representing organizations with elected representatives and other key players.

- Proven ability to build relationships and find consensus on controversial issues with stakeholders holding diverse perspectives such as landowners, legislators, and agency representatives.
- High aptitude for reviewing and synthesizing best available science and other sources of knowledge and information to craft strong policy positions.
- Exceptional written and verbal communication skills, including public speaking and one-on-one.
- Demonstrated project management skills in taking strategies from plans to successful completion.
- Flexible and adaptable in a fast-paced environment and ability to make sound, timely decisions.
- Excellent strategic/critical thinking and problem-solving skills.
- Experience managing and tracking operational expenses and budgets.
- Experience using Microsoft Office and willingness to use shared project software/programs (GIS skills a plus, but not necessary).

### **Compensation and Benefits**

- Salary range: \$77,000-85,000
- 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 accident policies
- Employer-paid long-term disability plan
- Generous time-off: vacation, sick, personal, paid holidays, and sabbatical
- Lifestyle spending account
- Paid parental leave
- Hybrid work model
- Paid volunteer hours
- Tuition reimbursement program
- Employer contribution to 401k plan with match available

### **Physical Working Conditions**

*GYC is committed to honoring and improving accommodation 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 30% travel, mostly by car, across Idaho and occasionally further across the Greater Yellowstone Ecosystem.

*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.*