



SEEKING BLACKFOOT CHALLENGE EXECUTIVE DIRECTOR

Background

Our story begins in the 1970s with private landowners and public managers working together on what they had in common. The Blackfoot Challenge (BC) formed in 1993 to follow this inclusive, consensus-based approach to coordinate efforts that conserve and enhance the natural resources and rural way of life in the Blackfoot Watershed. Today, the group remains a partnership of private landowners, federal and state land managers, local government officials, and corporate landowners in the 1.5-million-acre Blackfoot Watershed of Western Montana. Partnership accomplishments include facilitating protection of 450,000 acres of working land, reducing conflict by 90% between grizzly bears and livestock, and conserving tens of millions of gallons of water in a typical drought year. Recent discussions respond to community concerns for rural economic development, and to interest in creating new community areas. Our innovations have been regarded as a model for community-based conservation.

Position Description

This is a full-time position responsible for the daily management of the organization, including fundraising, budgeting, program planning and implementation, staff and independent contractor supervision, program oversight, office management, and complying with the legal responsibilities of non-profits. The Executive Director (ED) works in close partnership with the Board of Directors to manage the financial health and overall direction of the organization. Annual budgets average around \$1.4 million combined for the eight program areas.

Program work is accomplished at the committee level, with board oversight for strategic planning and administration. Each committee is chaired by a board member or partner, and a full- or part-time staff member coordinates each committee. Each committee facilitates participation by diverse stakeholders, builds partnerships that serve overlapping values, and finds resources to implement activities. The ED supervises all coordinators.



Essential Functions (*percent of time*)

Administrative Services (15-25%)

- Provide oversight to Blackfoot Challenge in close coordination with the Board Chair.
- Supervise staff and core contractor services, including work plans and budgets.
- Serve on Personnel Work Group in coordination with the Operations Manager.

Fundraising Services (40-60%)

- Provide fundraising services to support administrative, fundraising, and program services.
- Coordinate with the board and staff to develop relationships with private and public donors.
- Develop relationships with decision-makers.

Outreach and Partnerships Services (15-35%)

- Participate in responding to the need for rural economic development.
- Participate in land conveyance and interest in community areas.
- General outreach duties for appropriate tours and events.
- Network for community-based conservation and the Blackfoot Watershed.

Qualifications

- Commitment to community-based conservation and the mission of the Blackfoot Challenge.
- Appreciation of watershed group dynamics and resource partnerships.
- Capacity to develop innovative and creative solutions to problems.
- Highest level of personal and professional integrity.
- Ability to work well and be flexible in a changing environment.

Knowledge, Experience, & Skills

- Seven years of experience in nonprofit management or program development, and demonstrated record of growing fundraising programs and managing complex budgets.
- A master's degree is preferred in natural resources, nonprofit management, or related field.



- Proven leadership and management of administrative and professional staff and volunteers.
- Track record of building and sustaining successful collaboration with diverse values.
- Experience working with a variety of private landowners and public managers is desired.
- Program budgeting and planning knowledge, including setting and meeting fundraising objectives, evaluating results, and developing corrective strategies as needed.
- Excellent communication skills, both verbal and written.

Work Location

The ED will provide services in the Blackfoot Watershed and attends all BC Board of Director meetings. It is desired that the ED live in the Blackfoot Watershed. The ED attends appropriate community meetings, on average of 1-2 per week, held in the Blackfoot Watershed or in neighboring watersheds and communities, and travels outside the watershed overnight once or twice each month. The ED's work location is the Blackfoot Challenge office located in Ovando, MT with occasional work from a home office.

Salary & Benefits

Salary: To be negotiated commensurate with education and experience
Hours: 1.0 FTE
Status: Regular, Full-time, Exempt
Location: Blackfoot Watershed
Benefits: Paid Time Off, Holidays, Health Plan and Matching Retirement Plan.
Reimbursement of authorized travel

How to Apply

Please submit a cover letter and resume detailing your education and experience and how you meet the desired qualifications to operations@blackfootchallenge.org.

Deadline: November 17, 2017 or until position is filled.

Start Date: January 2018 desired