



POSITION TITLE:
MONTANA CONSERVATION ASSOCIATE

Reports to: Montana Conservation Coordinator

Location: Bozeman, MT

Supervises: N/A

Status: Full-Time, Non-Exempt

Last Update: October 2023

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 Montana Conservation Associate (MCA) plays a key role in GYC’s work to conserve the lands, waters, and wildlife in the Greater Yellowstone Ecosystem. Under the supervision of the Montana Conservation Coordinator, and working with other GYC conservation staff, the MCA will help develop and execute priority campaigns to achieve GYC’s goals in Montana. Primarily, the MCA will be responsible for helping develop and implement key components of GYC’s campaigns that protect the Gallatin and Madison ranges, prevent conflicts with wildlife, and

conserve core habitat and enhance landscape connectivity. The MCA will also help develop and shape local, state, and federal policies on various conservation related issues. While the MCA will focus on Montana issues, there may be opportunities to expand work into areas of Wyoming and Idaho. The MCA will serve as a critical part of Greater Yellowstone Coalition's conservation team.

Specific duties may include research and developing appropriate policy recommendations; producing blogs, comments, videos and other communication materials relevant to campaigns; organizing public events; and building successful partnerships with community leaders, elected representatives, state/federal agencies, and Tribal governments. The position will be involved in proactive, landscape-scale conservation. The MCA will represent GYC with government agencies and elected representatives, the media, and with the organization's funders and supporter base making close coordination between GYC's other offices and departments an essential duty of this position.

Essential Duties and Responsibilities

- Work with the Montana Conservation Coordinator to help develop, implement, and lead campaigns that further GYC's mission in Montana, including administrative and legislative efforts to garner land protection designations in the Gallatin and Madison Ranges.
- Work with Deputy Director of Conservation and Montana Conservation Coordinator to identify and protect conservation values on public lands in Southwest Montana.
- Work with the GYC conservation team to develop and implement strategies to improve wildlife passage across roads at priority locations, conserve wildlife migrations, and improve landscape permeability for wildlife movement. This work will involve building partnerships with agencies, securing funding from private, state, and federal grants and facilitating project planning.
- Work with the GYC conservation team to develop and implement strategies to reduce and prevent conflicts between wildlife and people. This work will involve building strategic partnerships with agencies, organizations, and landowners, identifying, and prioritizing on-ground projects, and working with other GYC staff and partners to secure state and federal policies and funding that support conflict prevention measures and habitat stewardship.
- Organize, mobilize, and facilitate grassroots and grasstops support for priority campaigns, through public events, outreach, and other appropriate methods.
- Work with the communications team to implement communications and media tactics as necessary to build support for campaigns, including the production of newsletter articles, alerts, social media content, and opinion pieces.
- Provide analysis, written comments, strategic input and —where necessary — administrative appeals of proposed agency actions or decisions.
- Develop close working relationships with GYC members, other conservation groups, agency personnel, and community leaders.
- Serve as spokesperson for GYC on relevant campaigns.
- Be an active participant in achieving GYC's development and fundraising goals.
- Perform other duties as assigned.

Qualifications

- A bachelor's degree in a relevant field of study (experience can substitute, if highly relevant)
- A minimum of two years of experience working in conservation advocacy campaigns

- Familiarity with and understanding of public lands, wildlife issues, water issues, science, and policies in rural landscapes — preferably in Idaho, Wyoming, or Montana
- Effective oral and written communication skills and the ability to discuss science and policy with youth or people outside of conservation field
- Excellent strategic and problem-solving skills
- Experience using Microsoft Office and willingness to use shared project software/programs
- Willingness to travel, primarily in the region (valid driver's license required)
- 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: \$60,000 – \$66,000
- 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
- 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. Accommodation 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 15% travel, mostly by car, to our regional offices.

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.