



**Position title:** US Program Director

**Posting date:** Mar. 3 2021

**Closing date:** Until filled

## The Opportunity

The U.S. Program Director reports to the Director of Conservation Programs and is responsible for planning, implementing, and managing specific conservation projects in the U.S. portions of the Yellowstone to Yukon region. This position's location would be based in Montana, Idaho, or Wyoming.

This is a unique opportunity to lead the US program of Y2Y including serving as its leading spokesperson; providing strategic direction for programs, projects, and policies; overseeing and mentoring staff members; managing budgets and fundraising for its initiatives; and supporting the Director of Conservation Programs in the implementation of the Y2Y strategic plan. The U.S. Program Director works to ensure effective coordination of transboundary programmatic activities between the U.S. and other programs of Y2Y in order to maximize Y2Y's conservation impact.

The U.S. Program Director will be charged with growing and developing an impactful program and will be a part of a large and dynamic network both locally and nationally. This program is well-resourced, and as such, this leader will be supported to grow impact and reach of the program throughout their tenure.

Overseeing a talented and passionate team of three across Idaho and Montana, this leader will serve as a mentor and strategic driver for Y2Y's U.S. programs. Y2Y's annual revenue is \$3.5 million and there are 27 staff across the region.

## Candidate Profile

The ideal candidate for this position will be an inspiring, communicative, and forward-thinking leader who has experience working with donors and supporters and collaborating on policy initiatives across a variety of political perspectives. They should be strategic and visionary and will be comfortable as a visible conservation leader and spokesperson across the Yellowstone to Yukon region.

As the leader of a growing and influential program, the U.S. Program Director should be inherently curious, innovative, inclusive, and relationship-driven, and should be eager to build networks across Y2Y's US region for the purpose of best serving the area's conservation initiatives.

Y2Y manages a registered charity in both the United States and Canada, registered in Montana and Alberta respectively, and endeavors to operate seamlessly between the two countries with the

assistant of Board members across the US and Canada. As such, this leader should bring experience collaborating with and communicating updates to Board members.

In terms of expertise, this leader should bring a personal commitment to and experience promoting a culture of diversity, equity, and inclusion, and should have a working knowledge and relationships across the US portion of the Y2Y region and/or the Western United States. They should be a strong written and verbal communicator who thrives in leading diverse coalitions and should be comfortable supervising and mentoring staff members remotely.

As an inspirational leader, they will bring experience fundraising in the conservation sector, and as a key fundraiser for the US Program of Y2Y, they should be comfortable traveling across the Y2Y region, including to remote or sparsely populated areas.

## **Key Focus Areas for this leader include:**

### **Program**

- Serve as the chief spokesperson for the US program, promoting the Y2Y vision and programs to priority audiences.
- Lead the creation and/or updating, implementation, and evaluation of the U.S. Program plan and budgets annually, working with the U.S. team and the Director of Conservation Programs.
- Engage in the strategic planning process alongside the leadership team.
- Oversee and/or lead implementation of Y2Y programs and projects within the U.S. including land protection projects with land trust partners.
- Raise the profile of Y2Y's US program with government (local, state, federal) and NGO partners, funders, media, the business community, the scientific community, and other appropriate interested parties.
- Develop and maintain a working knowledge of the Y2Y region as a whole to be able to support and occasionally speak to issues important to the Y2Y region and to support partner work.
- Participate in development or revision of nature conservation policy at the state and federal levels (including Washington DC) that is relevant to advancing Y2Y vision and mission.
- Identify, develop and maintain conservation partnerships with NGO's, government, researchers, Indigenous Peoples, corporations and others as appropriate to support the implementation of the plan.
- Oversee grants to on-the-ground partners in collaboration with US Y2Y team members.
- Represent and advocate for Y2Y priorities in writing opinion pieces and other articles, making public presentations, acting as a media spokesperson, and engaging in representing Y2Y in social media.
- Oversee the development and/or review of communication materials related to this region, including program newsletters and announcements and participate in staff meetings, board meetings and on committees.

### **Management**

- Supervise and mentor U.S. project staff.

- Ensure transparency, inclusivity, and overall positive team approach in day-to-day work including the implementation of organizational policies related to Diversity, Equity, and Inclusion.
- Provide strategic and operational guidance and support.
- Guide staff in the development and implementation of annual work plans and budgets, ensuring alignment with the strategic plan.
- Monitor individual and conservation program performance and facilitate continuing development of staff this position oversees.
- Work across departments and regions on broader Y2Y priorities and maintain strong working relationships across the organization.
- Participate in Y2Y's Program and Science Leads Team working on organizational cross-cutting challenges and opportunities.

## Development

- Participate and lead as appropriate in fundraising activities with foundation, government, and private individual donors (grant proposals and reports; phone calls and meetings with funders).
- Identify funding needs and work with Y2Y's development team on fundraising strategies to support plan implementation.
- Lead or oversee the development of proposals and reports.

## About the Yellowstone to Yukon Conservation Initiative

The Yellowstone to Yukon Conservation Initiative (Y2Y), a joint Canada-U.S. non-profit, is the only organization dedicated to conserving this 3200 km-long region. The organization works collaboratively with over 450 diverse partners, including governments, Indigenous communities, industry, scientists and outdoors groups to achieve its mission of *connecting and protecting habitat from Yellowstone to Yukon so people and nature can thrive*.

Since the Yellowstone to Yukon vision took hold in 1993, more than 450 [partner groups](#) have joined forces to connect and protect this stunning landscape so people and nature can thrive. Progress over the past few decades is astounding.

**Since 1993, the actions of Y2Y and partners have resulted in a more than 50 percent increase in key protected area growth.** Y2Y's major achievements in the Yellowstone to Yukon Region include:

- **Securing core habitat** Y2Y's efforts and those of partners in the last five years have resulted in increased land public land protection commitments across almost 8,000,000 ha (~20,000,000 acres) including three new Indigenous-led conservation efforts.
- **Making roads safer** such that the region now has 116 underpasses and overpasses designed to specifically facilitate safe wildlife movement across roads, and another dozen are committed to be installed by agencies, making this the region with more such structures than anywhere else in the world.
- **Enhancing connectivity between protected areas** by working with partners to advance more than 550,000 acres of private land conservation and more than 50 projects to support coexistence with wildlife.
- **Influencing policy at national and global levels for conservation action** by leading the writing of the global guidelines for connectivity and ecological corridors, reviewing

Environmental Assessment policies, and supporting 30×30 (conserving 30 percent of nature by 2030, a commitment made by both the U.S. and Canada).

- **Restoring critical habitat** through the decommissioning of 25+ miles of road to return it to natural habitat, restoration of 41+ miles of streams, treatment of 1,706 acres of land for invasive plant species, and the planting of over 1,440 native trees.
- **Investing in the conservation community** by helping to bring more than \$45 million of new conservation funding into the Yellowstone to Yukon region.
- **Advancing science** such that there are now more than 100 peer-review scientific articles referencing Y2Y, many of which are guiding Y2Y's on-the-ground conservation.
- **Inspiring millions to care for and keep nature healthy** through art, films and other media such as the Wild Ways PBS award-winning NOVA films and promoting media exposure.

Spanning five American states, two Canadian provinces, two Canadian territories, and the traditional territories of at least 75 Indigenous groups, the Yellowstone to Yukon region encompasses a diverse array of communities.

At 502,000 square miles (1.3 million square km), this region is equivalent in size to twice that of Texas or Alberta. This dynamic landscape is home to:

- The full suite of wildlife that were present when Europeans first arrived to North America;
- A wide diversity of ecosystems including alpine, forests, parkland, and grassland; and
- The source of 13 major rivers, all of which provide clean, safe drinking water for more than 15 million people.

To learn more about Y2Y, visit the website at [www.y2y.net](http://www.y2y.net).

## Compensation

The annual salary range for this opportunity is \$85,000 to \$110,000, commensurate with qualifications and experience.

## Contact

Kara Teising and Libby Cornelssen of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit your materials [online](#). All inquiries and discussions will be considered strictly confidential.

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Yellowstone to Yukon Conservation Initiative is an equal opportunity employer and we particularly welcome applicants with diverse backgrounds and experiences to apply.