

**DEVELOPMENT DIRECTOR**  
**HEART OF THE ROCKIES INITIATIVE**  
Applications received until position is filled  
Notice of February 7, 2018

**Salary:** Competitive; dependent upon qualifications and experience  
**Hours:** 0.75 - 1.0 FTE, depending on availability, flexible work schedule, family friendly  
**Reports to:** Heart of the Rockies Initiative Executive Director  
**Benefits:** 15 paid vacation days/year, 10 sick leave days/year, 9 paid Holidays/year, group health plan or insurance stipend, employer contribution to Simple IRA (match up to 3% of salary), cell phone stipend  
**Location:** [Heart of the Rockies Initiative US region](#), home or partner office, weekly staff calls

**Heart of the Rockies Initiative Background**

The Heart of the Rockies Initiative (HOTR) is a partnership of 22 local, state, and national land trust and conservancy members that work along the Rocky Mountain corridor in Idaho, Montana, Washington, Wyoming, Alberta, and British Columbia.<sup>1</sup> Land trusts formed HOTR in 2002 to meld the incredible power of community based conservation in communities across the Rocky Mountains into a partnership that conserves and restores land and water at ecologically meaningful large landscape scales while respecting local community values. Our members work primarily with private landowners to voluntarily conserve the most biologically and agriculturally valuable private lands in the Rocky Mountain West. HOTR also partners with many public land managers and community leaders for landscape goals. Our vision is big picture conservation that is supported by local communities—strategic conservation that leads to intact and functional ecosystems and successful and resilient communities.

HOTR members and partners collaborate: a) to ensure that conservation is science based, community supported, and strategic so as to ensure focus upon lands of greatest importance for landscape-scale conservation; b) to build the capacity of members and partners to deliver and steward desired conservation outcomes; c) to build public and private capital funds to conserve the region’s most irreplaceable landscapes; and d) to build public support and engagement in landscape conservation through compelling storytelling. The Heart of the Rockies Initiative conserves continentally significant ecological values at the landscape scale and community values that are prized locally.

HOTR is governed by a strong Board of Directors (currently 8 members) and has a staff of three, excluding the Development Director. After 12 years under the fiscal sponsorship of a member organization, HOTR became an independent 501 (c) (3) charitable organization in January 2014. In the past, HOTR has been primarily funded by a few foundations, but must now expand its funding base to fully demonstrate public support. The organization’s operations revenue budget for 2018 is \$500,000, with additional goals for partner capacity and project capital. We have secured or reserved funds for the budgeted 2018 operations.

Over the past three years, HOTR has demonstrated the potential of partnership for conservation at the

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<sup>1</sup> The participants in the HOTR are the Bitter Root Land Trust, The Conservation Fund, Five Valleys Land Trust, Flathead Land Trust, Gallatin Valley Land Trust, Inland Northwest Land Conservancy, Jackson Hole Land Trust, Kaniksu Land Trust, Lemhi Regional Land Trust, The Nature Conservancy – ID, MT & WY chapters, Nature Conservancy of Canada – Alberta & British Columbia Chapters, Palouse Land Trust, Prickly Pear Land Trust, Rocky Mountain Elk Foundation, Sagebrush Steppe Land Trust, Trust for Public Land, Teton Regional Land Trust, Vital Ground Foundation, Wood River Land Trust and Wyoming Stock Growers Agricultural Land Trust.

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landscape scale in its development of the [High Divide Landscape Collaborative](#). Through the Collaborative, a diverse array of stakeholders have come together to raise significant public funding for land conservation across the High Divide region in Idaho and Montana. Now the entire HOTR membership has endorsed the idea of HOTR's further demonstration of this landscape conservation model by investing more deeply in fundraising for conservation capacity and capital. HOTR plans to use this success to propel similar landscape conservation efforts in other portions of the HOTR Service Area. Earlier, HOTR members worked together with many advisors to develop a collective capital fundraising strategy, the Heart of the Rockies Capital Campaign Design and Implementation. The HOTR members agreed upon comprehensive Campaign Guidelines, and are now prepared to implement this strategy on a demonstration basis in the High Divide.

**Job Scope**

This position offers an unusual opportunity for an entrepreneurial, highly personable, development professional with a passion for the conservation of North America's signature landscape, the Rocky Mountains of Southern British Columbia and Alberta in Canada and Idaho, Montana, and Wyoming in the United States. The Development Director provides leadership and staff assistance to the HOTR Initiative, and its 22 land trust and conservancy organizational members to develop the Heart of the Rockies Initiative's development support for conservation and restoration of high priority private lands and waters, and capacity funding to help member organizations deliver those projects. We seek an experienced, results-oriented individual with an extensive fundraising track record. Applicants must have demonstrated fundraising and organizational development knowledge in conservation, and the proven ability to interact with major donors and foundation leaders, as well as executive directors, development directors, and boards of directors. The successful candidate is someone with exceptional communication skills and is a strong, senior-level professional who displays energy and professionalism in a participatory manner.

**Position Overview**

The Development Director will be a primary organizer, designer, and implementer of the HOTR Fundraising Program. The Development Director will provide leadership associated with development of the HOTR Fundraising Program to:

- Develop and implement with HOTR board and staff, a successful program that meets or exceeds the 2018 budget, and develops funding for a secured yearly budget, including:
  - Raise \$120,000 for HOTR 2018 operations
  - Raise \$120,000 in partner organizational capacity and capital to support conservation and restoration of high priority private lands
  - Raise a minimum of \$500,000 for HOTR annual operations, 2019 and beyond
  - Implement the Capital Campaign Strategy in the High Divide

**Essential Functions and Responsibilities**

- Work with the Executive Director to secure a broad base of financial support for operations of the Heart of the Rockies Initiative. *50% of time*
- Increase the sustainable impact of partnership member organizations through generation of capacity development funds. *25% of time*

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- Work with HOTR members and partners to advance the pace of conservation in the region by increasing private and public capital funding available for voluntary private land conservation and restoration in collaboratively developed conservation projects. *25% of time*

Over time this job description and essential functions shall be amended as needed to ensure effective and successful completion of the HOTR Initiative's fundraising goals.

**Qualifications**

- Experience as an executive director and/or development fundraiser with a demonstrated record of fundraising achievement.
- Bachelor's degree in a natural resource field, planning, business, organizational development, or a related field is required. Advanced degree or registration as a Certified Fundraising Executive (CFRE) is preferred.
- At least 7 years experience with a wide range of nonprofit organizations to include conservation organizations, ideally in the western US or Canada.
- Familiar with the fundraising needs of nonprofit organizations from a variety of perspectives. Strong preference will be given to a candidate with experience in private land conservation.
- Candidates must have demonstrated integrity, and the ability to exercise confidentiality and sound judgment, and have displayed initiative and innovation on past jobs and/or contracts.
- Demonstrated ability to think strategically, develop and manage complex projects from start-up to completion, and adopt new approaches in response to changing circumstances.
- Experience and proven ability to encourage and nurture collaboration among diverse project partners. Ability to create and thrive in a team environment and work in partnership with a variety of people and organizations.
- Excellent written and oral communication skills, with proven ability to convey information clearly.
- Experience and skill at managing donor data.
- Willingness to travel extensively around the Northern Rockies and beyond is essential (applicants must be willing to live somewhere in the U. S. Northern Rockies)
- Passionate about conservation of wildlife, functioning ecological systems, and working lands.
- Ability to work independently.

**Supervision**

The Development Director is supervised by the HOTR Executive Director with engagement by the HOTR Board of Directors. The HOTR is governed by Bylaws agreed to by all member organizations. The work of the Development Director is guided by the HOTR's Strategic Plan.

**APPLICATION PROCESS**

Please submit a resume and cover letter detailing your education and experience and how you meet the desired qualifications to our Program Director, JoAnn Grant. Please submit your application materials electronically at [JoAnn@heart-of-rockies.org](mailto:JoAnn@heart-of-rockies.org). Applications received until position is filled.