

JOB ANNOUNCEMENT



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| Title: | Grassland Roadmap Director |
| Position Class: | Director |
| FLSA Status: | Full Time/Exempt/Salary |
| Reports to: | Executive Director (ED) |
| Direct Reports: | Currently none, with possibility of future direct reports |
| Location: | Fort Collins, CO preferred with flexible telework, open to negotiation |
| Salary: | \$80-100K Commensurate with experience |
| Benefits: | This is a full-time position with a comprehensive benefits package (paid time off, 403b retirement plan, health, dental, and vision insurance) |

About the Organization:

Bird Conservancy of the Rockies (BCR) is a 501-c(3) non-profit headquartered at the Environmental Learning Center at Barr Lake State Park with a satellite office in Fort Collins and fieldwork outposts in the Great Plains Region. BCR conserves birds and their habitats through an integrated approach of Science, Education and Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

Position Overview:

To continue the energy and momentum from the Central Grassland Roadmap Initiative (CGRI) and to help ensure healthy grasslands for the future, we are hiring a Central Grassland Roadmap Director. As the lead partner of CGRI, Bird Conservancy of the Rockies is seeking a dynamic applicant to serve as the Grassland Roadmap Director. This unique position will be supervised by the Executive Director of Bird Conservancy of the Rockies with consult from the United States Fish and Wildlife Service and the Natural Resources Conservation Service. There will be working group leaders that the CGRI Director will liaise with to help represent and lift this multi-national initiative. There will also be an advisory team with representation from planning team members, across the different sectors and countries, who will assist with strategic oversight for the initiative and position.

We are seeking an inspiring leader that will motivate people, including policy makers, to engage and contribute to the CGRI. Qualified candidates will be an excellent communicator with a strong track record for collaborative conservation. Strong candidates will embrace complexity while having a high tolerance for ambiguity. They must enjoy working with people, different cultures and communities, be flexible, collaborative, a convener and make connections across disciplines. They will have several years of experience working with diverse partners and communities in the grasslands including Indigenous, private landowners, policy makers, state, and federal partners. Applicants will be expected to have strong working knowledge of grassland systems and be committed to serve as an expert leader and advocate for grassland conservation. Candidates with strong coordination, communication and cross cultural experience and a passion for grasslands are encouraged to apply.

Essential Job Duties and Responsibilities:

- Provide strategic direction and oversight for the roadmap effort by being an expert and champion for the central grasslands, implementing roadmap priorities, securing funding, recruiting new partner organizations, presenting at local, regional, national and international meetings and coordinating future summits.
- Work with partners to finalize CGRI scorecard, coordinate with partners to help guide and evaluate conservation investments, advance communications and policy to support grassland conservation.
- Support working group efforts by chairing or co-chairing a subset of the working groups as capacity and expertise warrant, serving as liaison between working groups and planning team, and providing support to working group leads on meeting planning and coordination.
- Liaise with other grassland coordinators from the roadmap effort including states/federal, JV8, Canada, Mexico, Indigenous and private lands to ensure priorities from the roadmap effort are being addressed.
- Lead efforts to increase capacity across the Central Great Plains and supervise or manage positions within the landscape as warranted by the partnership
- Work with key Bird Conservancy staff (CCS, Research Director and Stewardship Director) to ensure programmatic initiatives dovetail with and support roadmap and grassland conservation delivery strategies

- Advise Rocky Mountain Innovations Lab lead facilitator Matt Gray on planning team agendas, following up, identifying action items, and coordinating with partners.
- Support metrics and tracking of key measurables (scorecard) with partners and working groups to meet roadmap annual goals. Build off broad metrics developed from the roadmap effort and work with partners to create strategic goals as warranted.
- Assist partners with community conversations as needed across the Central Great Plains region.

Knowledge, Skills and Experience required (unless otherwise noted):

- Bachelor's degree in natural resources, wildlife or range management, communication, social science, policy or other equivalent college degree or experience
- Multiple years leading partners to build common goals and successful collaborative conservation initiatives
- Strategic thinker and motivator
- Strong facilitation and coordination skills
- Excellent communication skills both verbal and written
- Successful grant writing skills
- Positive energy and "can do" attitude
- Ability to speak Spanish strongly encouraged

Physical Demands / Work Environment:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to work in a standard office setting, with considerable sitting, standing, and viewing of computer.
- Mid-level stress.
- Requires reaching continually throughout the workday (mouse, keyboard, telephone).
- May include lifting up to thirty (30) pounds of project gear on an infrequent basis. Proper lifting techniques required.
- Able to stand, walk, and hike for extended periods of time outside in all weather
- Ability to travel throughout the Central Great Plains including states, countries and Indigenous communities

Material and Equipment Directly Used:

- Standard office equipment (e.g., laptop, printers); PC with MS Office software applications.
- Navigate across the Central Great Plains including urban and rural environments
- Coordinate communications materials and manage booths at events as warranted to promote the partnership and initiative.

Equal Opportunity Employer:

Bird Conservancy of the Rockies is a bias-conscious employer. We ask that you please avoid the use of photos when submitting a resume and/or an application for employment. You will receive an email acknowledgment when you have successfully applied. Your completed application will be forwarded to the hiring manager. You will be notified if you are selected for further testing or interviews. **Post-offer background check required.**

Studies have shown that underrepresented groups, including women and people of color, are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job from diverse backgrounds and with attention to lived experience. Bird Conservancy of the Rockies will consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

Bird Conservancy of the Rockies is an Equal Opportunity Employer. Applicants are considered for positions for which they have applied without regard to gender identity or gender expression, race, color, religion, creed, national origin, ancestry, age, marital status, disability, sexual orientation, genetic information, pregnancy or other characteristics protected by law. For the purpose of Bird Conservancy's policy, "sexual orientation" means a person's actual or perceived orientation toward heterosexuality, homosexuality, bisexuality.

Bird Conservancy of the Rockies will make special communication arrangements for persons with disabilities. Please call (303) 659-4348 for assistance.

To learn more about the Central Grassland Roadmap Initiative visit: www.grasslandsroadmap.org.

COVID-19 Policy:

Bird Conservancy is committed to protecting and enhancing the welfare of its employees during the COVID-19 pandemic. As a condition of employment, all newly hired employees must provide to Bird Conservancy's human resources representative either proof of full vaccination at employment start date or agree in written form to weekly testing until further notice. Any proof of vaccination or weekly test results submitted to Bird Conservancy will remain confidential.

To Apply:

Please submit your cover letter, resume and contacts for three references to applicants@birdconservancy.org with "Grassland Roadmap Director" in the subject line. Applications will be accepted and reviewed on a rolling basis until the position is filled. Preference will be given to those applications submitted before October 31st.