

JOB ANNOUNCEMENT



Title:	Stewardship Director
Position Class:	Leadership
FLSA Status:	Full Time/Exempt/Salary
Reports to:	Chief Conservation Scientist (CCS)
Direct Reports:	Stewardship Program Managers (4-5)
Location:	Fort Collins, CO with flexible telework
Salary:	\$70-100K 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 Land Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

Position Overview:

Bird Conservancy is seeking a dynamic and visionary leader to oversee the management, implementation, and strategic growth of our Stewardship program. The Stewardship Director collaboratively works with state agencies, joint ventures, foundations, and the USDA Natural Resources Conservation Service to strategically guide and inform "on the ground" conservation across the Great Plains and Intermountain West. Specifically, the program aims to create a community of practice that simultaneously improves human well-being and wildlife habitat across the landscape through an inclusive, collaborative, and voluntary approach. Landscapes include working lands, public lands, and Indigenous Nations. The Stewardship team consists of 4 Program Managers and 15 Wildlife Habitat Biologists housed in Natural Resource Conservation Service offices in Colorado, Montana, South Dakota, Wyoming, Nebraska, and New Mexico. The director will also work closely with other Bird Conservancy program directors and the Chief Conservation Scientist in supporting the Applied Conservation Scientist.

Qualified applicants will have a natural curiosity, willingness to learn and strong aptitude for leadership with exceptional relational skills. They will have high emotional intelligence, a passion for people and the land, and be an effective communicator. In addition, we are seeking applicants with a background in wildlife conservation, land stewardship, or human dimensions, and experience overseeing large-scale programmatic implementation, including a large budget, and a passion for collaborative conservation. Desired qualifications include a successful track record of leadership skills, grant making as well as familiarity with land stewardship and voluntary incentive-based conservation. The Stewardship Director will be based in Fort Collins, CO with at least 3 days a week in the office and ~2 days telework as agreed upon with supervisor.

Essential Job Duties and Responsibilities:

- Provide coaching, mentoring, vision, and leadership for a complex program and multiple staff
- Provide management, leadership, and financial oversight of Stewardship program: timely completion of project deliverables, contract oversight, budgeting, reviewing proposals, grants, and manuscripts
- Communicate and collaborate with internal and external stakeholders to promote "on the ground" conservation delivery, including serving on committees, boards and working groups as agreed upon by Executive Leadership
- Provide strategic oversight of existing stewardship program and development of new program areas, including integration with other core Bird Conservancy program areas
- Guide program growth through partnership network, grant writing, and development activities

Other Duties:

- Work with CCS to implement cross team collaboration with science and education programs via regular communications and interactions on strategy, proposals, partner development, etc.
- Ensure stewardship practices meet wildlife and habitat needs through effectiveness monitoring
- Travel to meet with partners, attend professional meetings, and give presentations to stakeholders
- Other duties as assigned

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

- Natural curiosity and eagerness to learn a complex program
- High emotional intelligence and proven skill set in personnel management and relationship building
- Strategic thinker and ability to provide programmatic vision
- Strong communication skills both written and verbal along with excellent interpersonal skills
- Experience with habitat restoration practices and voluntary conservation efforts
- Advanced degree (MS or PhD) in a conservation related field (Natural Resource Management, Wildlife Ecology, Human Dimensions) or equivalent experience
- 5-7 years' experience supervising full-time (non-seasonals) staff with direct reports and programmatic oversight
- Experience with acquiring, execution and completion of government and private (e.g., foundation) grants and contracts
- Advanced knowledge of wildlife and land stewardship
- Knowledge of non-profit standard business practices preferred
- Proven track record in building and maintaining partnerships with broad spectrum of stakeholders
- Preferred working knowledge of the flora and fauna of the Great Plains and Intermountain West
- Preferred familiarity with Farm Bill Conservation Programs and/or
- Highly organized with the ability to manage multiple deadlines
- Flexibility to work occasional evenings, weekends, overnights
- Willingness to travel locally, regionally, and potentially internationally
- Proficient in Microsoft Office

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

Material and Equipment Directly Used:

- Standard office equipment (e.g., laptop, printers); PC with MS Office and other software applications.
- Various habitat restoration and enhancement materials (e.g., stock tank ladders, fence markers)
- Navigate to field sites and record data using GPS, smartphones, tablets, or other technology

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 Apply:

Please submit your cover letter, resume, and contacts for three references to applicants@birdconservancy.org with "Stewardship 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 March, 15th, 2024.