Western Program Director

Organizational Overview

Wildlands Network is a growing non-profit organization committed to reconnecting, restoring, and rewilding North America so that life in all its diversity can thrive. We have staff in the United States and Mexico working with NGO partners, landowners, communities, elected officials, researchers, universities, and government agencies to protect, maintain, and restore wildlife habitat and movement corridors.

Wildlands Network is committed to recruiting, training, and retaining talented, diverse, and creative staff who are passionate about fulfilling Wildlands Network's mission.

Position Summary

Wildlands Network seeks a Western Program Director to lead and manage, in partnership with the Senior Biologist, Western Region, its conservation portfolio across Arizona, Colorado, New Mexico, and Utah within the Western Wildway. The Director will develop and implement large-landscape conservation strategies that advance wildlife connectivity through science, policy, partnerships, and on-the-ground action.

The Director will oversee existing programs focused on wildlife crossings, wildlife-friendly infrastructure and development, habitat connectivity, and wildlife recovery (as outlined in the current strategic plan), while identifying opportunities to scale impact and secure new resources. The position supervises regional staff (Arizona and Utah Project Managers), leads engagement with Tribal, local, state, and federal decisionmakers, cultivates relationships with conservation partners and funders, and serves as a public representative for Wildlands Network.

The Director will personally advance conservation projects and initiatives in New Mexico and Colorado, with the goal of expanding financial resources to support continued delegation of projects and tasks in the future.

As an organizational leader, the Director will help advance Wildlands Network's vision of reconnecting North America's landscapes by working closely with peers within the

organization to develop initiatives that deliver regional, national, and binational conservation outcomes.

Position Responsibilities

Program Management (40%)

- Maintain and contribute to ongoing projects and initiatives throughout the Four Corners states;
- Create a coherent and compelling vision for the Western Program, aligned with the strategic plan, that identifies clear priorities and creates a consistent framework for program communications, project management, and development across states and landscapes within the four corners;
- Manage and supervise Utah and Arizona Project Managers, including providing direction, accountability and professional development support;
- Develop capacity-appropriate work plans for program staff, aligned with organizational goals and objectives;
- Establish and track relevant metrics to evaluate program effectiveness and alignment toward strategic plan goals;
- Collaborate and coordinate with science staff within the western program, and in other program areas as needed, to understand, design and implement field research and data analysis to drive and inform ongoing policy advocacy and coalition building;
- Work with science staff to translate and develop ongoing research products into policy or other relevant, applicable products that improve programmatic and strategic goals;
- Collaborate with staff across programs and regions on cross-cutting strategic initiatives;
- Provide timely reports and updates to the Executive Director, the board and other leadership staff about program priorities, project status, and long-range planning.

Project Management (*Colorado and New Mexico-based projects*) (30%)

- Complete tasks and deliverables, including field work as necessary, aligned with current funding agreements and approved budgets and work plans;
- Develop and iterate project plans to achieve conservation objectives across landscapes;

- Lead and manage coalitions, including facilitating calls, settings agendas, addressing conflicts, and ensuring alignment on goals and outcomes;
- Serve as the lead organizational representative at the legislature and with government agencies in New Mexico and Colorado;
- Manage and conduct lobbying activities in compliance with 501c3 regulations;
- Recruit and manage partners, consultants, and contractors to support effective project design and implementation.

External Relations (20%)

- Cultivate and maintain a portfolio of relationships with individual and institutional funders, with support from the Grants and Foundation Relations Manager and Development Director;
- Identify and tell priority stories across platforms that illustrate program impact and align with the organization's strategic plan and the Western Program's strategy;
- Proactively identify and seek out opportunities for new funding partnerships;
- Attend, plan, and actively participate in public-facing events on topics related to the program project portfolio;
- Actively network with peers, funders, government representatives, and other community leaders across the four corners region to raise organizational and program visibility;
- Coordinate with US Public Policy Director and other staff to maintain and develop relationships with Congressional offices and other federal government representatives.

Administration (10%)

- Oversee program staff compliance with organizational policies and practices;
- Review and approve time sheets and expenses;
- Write, edit and review grant proposals and reports;
- Develop and manage program and project budgets in partnership with program staff and the Finance Director.

Other Information

This job requires travel for events, meetings with partners, field work, and other needs, primarily within New Mexico, Colorado, Utah and Arizona but some travel to national conferences or events may be required. Employee travel will be subject to Wildlands Network's guidelines for health and safety and state and federal guidelines when applicable. Travel to Mexico and/or Canada may be required for organizational meetings.

Required Qualifications

- Demonstrated experience in conservation leadership, including managing or leading successful conservation projects or campaigns
- Experience translating scientific concepts and findings into actionable priorities and digestible talking points
- At least 2 years of direct supervisory experience
- Experience effectively creating and managing project or program budgets
- Proven track record of writing and submitting successful grant proposals
- Strong verbal and written communication skills
- Demonstrated leadership in facilitating or mediating multi-person teams, including conflict resolution
- Ability to effectively manage time and competing priorities
- Substantive knowledge of state and federal conservation issues and trends, and the ability to identify state and federal policy needs to advance Wildlands Network's mission in the region, including BLM and Forest Service
- Experience with coalition and campaign management
- Experience working in the field to collect data or engage in other conservation-related activities

Preferred Qualifications

- Experience with projects related to wildlife connectivity, including wildlife-friendly infrastructure development and aligned government planning or resource management
- Experience with forest management policy frameworks and southwest forestry issues and trends
- Knowledge or background of utility-scale energy development and transmission trends and wildlife habitat impacts

- Familiarity and experience with GIS tools
- Experience working remotely and managing a remote team
- Proven experience with legislative drafting, lobbying, and government affairs

Benefits

Generous paid vacation, sick, family leave and sabbatical policies; employer sponsored health and dental coverage; access to retirement account; support for ongoing professional development. Wildlands Network is an equal opportunity employer.

Job Type and Salary: Full-time exempt; $95,000-100,000 annual salary.

Location: Location flexible throughout New Mexico. Access to reliable internet and/or cell service is necessary. Wildlands Network will provide relocation assistance of up to $3,000 to cover moving costs for eligible candidates currently residing outside New Mexico.

Equal Opportunity Employer

Wildlands Network provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. We are committed to building a diverse and inclusive workforce. We encourage applicants from all backgrounds to apply.

If you require accommodation or assistance with our application process, please call us at 385-229-4849

To apply, please send a statement of interest and resume to careers@wildlandsnetwork.org. Please no calls or direct emails to staff. To be considered, applicants must submit materials through this email account. Applications will be reviewed on a rolling basis and will be accepted through November 30th.