



Western Forests Conservation Coordinator

POSITION ANNOUNCEMENT

LOCATION: The location within the Intermountain West is negotiable, but the Intermountain West Joint Venture Headquarters Office in Missoula, Montana, is preferred.

SALARY RANGE: \$75,000–85,000

OVERVIEW:

The Intermountain West Joint Venture (IWJV) is hiring a Western Forests Conservation Coordinator who will work across the 11-state region of the Intermountain West, leading the IWJV's efforts to advance forest management and conservation that reduces wildfire risk, benefits forest birds, and benefits society. The IWJV has a legacy of advancing on-the-ground conservation with evidence-based approaches through the power of longstanding relationships with many partners.

JOIN THE TEAM!

This position will provide IWJV's Western Forests effort with strategic oversight and management. As the organization's newest body of work, the Western Forests Conservation Coordinator will play a significant role in visioning and developing strategies and projects related to dry, frequent fire forests and pinyon-juniper woodlands. Work is guided by the IWJV's [Strategic Plan](#), Implementation Plan, and Annual Operational Plans. The areas of emphasis, geographies, and partners may shift over time, requiring high adaptability and interest in various conservation issues and approaches. The position is expected to integrate with all IWJV habitat efforts as part of a collaborative and interdisciplinary team.

This position is hosted by the Wildlife Management Institute (WMI) and supervised by the IWJV Conservation Programs and Operations Coordinator. This position requires periodic travel within the Intermountain West (25–40 nights per year). The Western Forests Conservation Coordinator will not have supervisory responsibility initially, but staff supervision is possible over time.

OUR ORGANIZATION:

One of 18 U.S. Habitat Joint Ventures, the IWJV was established in 1994 to catalyze bird habitat conservation through the collaborative power of diverse public-private partnerships. The IWJV operates across all or parts of 11 western states and encompasses some of the most diverse and intact landscapes in the United States. At the IWJV, we envision an Intermountain West where people, birds, and other wildlife thrive. Our mission is to conserve and enhance bird habitats at meaningful scales through capacity building, science, communications, and partnerships.

Applicants are encouraged to visit [our website](#) for more information.

MAJOR DUTIES:

The fundamental focus of this position is to develop and coordinate the IWJV's new Western Forests efforts. This position will support our broad array of partners with conservation capacity building, science, and communications. Primary duties include:

- Provide strategic oversight to the IWJV's Western Forests Program.
- Expand and foster IWJV's network of partners, including NGOs, tribal nations, private landowners, and state and federal agencies engaged in western forest management and conservation.
- Serve as a technical lead for the IWJV staff and Management Board on forest management science, policy, and partnerships.
- Serve as the staff lead for the IWJV Management Board Western Forests Committee.
- Develop and coordinate the delivery of IWJV's annual work plan related to western forests.
- Support the IWJV Management Board Government Relations Committee with identifying and delivering strategic messages and resources related to western forest conservation and management to agency leadership and political figures.
- Build funding streams through Reimbursable Agreements with federal agencies and secure funding from other funding sources to help the IWJV and its partners build field delivery capacity, technical transfer, and communications capacity to accelerate the pace and scale of western forests conservation.
- Collaborate with the IWJV Science to Implementation staff to identify and address the technical needs of IWJV's partners to implement informed management practices, measure outcomes, and drive funding to critical areas.
- Work closely with the IWJV communications staff to highlight partner successes and communicate on strategic topics with the IWJV network.

KNOWLEDGE, SKILLS, ABILITIES & EXPERIENCE:

The IWJV recognizes that working effectively with people is fundamental to our success in catalyzing landscape-scale conservation outcomes within the Intermountain West. Although this position requires specific technical skills, there is also a mission-critical human element component. We are reviewing the qualifications for this position in three ways:

(1) Ability to connect, communicate, and learn from people with diverse perspectives, experiences, and values.

- Excellent communication skills—both in the receiving and sharing of information. Ability to share information effectively with wide-ranging audiences through appropriate and effective platforms using oral, written, visual, and other manners of information sharing.
- Demonstrated ability to work with a multitude of partners including, but not limited to, private landowners, tribes, researchers, locally and nationally based organizations, funding entities, industry partners, and state and federal agencies.
- Ability to forge lasting relationships and build partnerships to find common ground among those with diverse perspectives on natural resource management issues.
- Demonstrated practice of emotional intelligence through self-awareness, self-management, social awareness, and relationship management.

(2) Skills, abilities, and experience expected at the time of hire for this candidate to be proficient in performing.

- Detailed knowledge of forest ecology and management.
- A robust network of forest management professionals.
- Demonstrated written and oral communication abilities with a proven ability to translate complex concepts into succinct, clear, and accessible language for multiple audiences, such as academia, habitat managers, and/or the public.
- Proficiency in Google Workspace applications.
- Experience with Zoom and/or Microsoft Teams, video, or other online presentation formats.
- Bachelor's degree in forestry, wildlife biology/management, restoration ecology, or related field. Advanced degrees are preferred.
- Demonstrable experience working with or for organizations focused on conservation implementation associated with forestry, wildlife, land conservation, or other aspects of natural resource management. Relevant graduate education will substitute for some experience.

(3) Experience or knowledge that is desired but can also be learned on the job for the right candidate.

- A working knowledge of relevant legislation and agency policies related to forest management and conservation.
- Knowledge of habitat conservation actions, approaches, and programs utilized to conserve forest habitats of the Intermountain West.

- An understanding of how state and federal natural resource agencies plan and deliver conservation programs and projects.
- Experience working with tribal forest managers or other underrepresented stakeholders.
- Experience obtaining funding to support staff and organizational efforts.

BENEFITS:

Wildlife Management Institute will administer this position. Benefits include full medical, dental, vision, and pharmacy coverage, vacation and sick leave, paid federal holidays, and a 401(k) retirement with an employer contribution. The IWJV also provides professional development opportunities as negotiated with the supervisor and approved by the Coordinator, performance-based financial awards, and an encouraging, supportive, and flexible work environment.

HOW TO APPLY:

Applicants should submit the following materials in electronic format (a single PDF is preferred) to Kasey Bader at kasey.bader@iwjv.org. Preference will be given to applications submitted by midnight MDT on November 17, 2024. The job posting will be removed when filled.

- A cover letter that explains your experience and approach to building partnerships and developing a program focused on collaborative forest conservation in the Intermountain West.
- A resume and contact information for three references

START DATE: Negotiable, but the target is January 13, 2025.

FOR MORE INFORMATION: Contact Joy Morris at joy.morris@iwjv.org or (775) 722-6624.

Studies have shown that some people are less likely to apply for jobs unless they believe they meet every qualification described in a job description. We are committed to building a diverse and inclusive organization and are most interested in finding the best candidate for the job. That candidate may come from a less traditional natural resource background, which is welcome. We strongly encourage you to apply, even if you don't believe you meet every qualification described.

People and partnerships are the heart and soul of the IWJV. Our organization comprises a Management Board, staff, and partners with various experiences, expertise, and perspectives, resulting in collaborative and effective conservation. Each team member brings unique skills and contexts that contribute to an innovative and fast-paced work environment. We recruit, employ, train, compensate, and promote regardless of race, religion, color, national origin, sex, disability, age, sexual orientation, veteran status, and other protected status. People from historically underrepresented groups are strongly encouraged to apply, especially those who can help communicate the integration of Western science and traditional knowledge in conservation outcomes.