

# President

## POSITION ANNOUNCEMENT

*At the heart of the **Yellowstone to Yukon Conservation Initiative** lies a bold vision for North America's mountainous West, one that places people at the center of an effort to provide a healthy future for all of the natural and human communities that reside within the Yellowstone to Yukon region.*

**Y2Y Mission:** *Connecting and protecting habitat from Yellowstone to Yukon so people and nature can thrive.*



Yellowstone to Yukon  
Conservation Initiative

### **Executive Leadership Opportunity**

Yellowstone to Yukon Conservation Initiative (Y2Y) seeks a President passionately committed to large scale conservation and possessing the vision, skills and other attributes necessary to build on past successes with new accomplishments. The President must be able to help develop and persuasively articulate a compelling vision; have the ability to motivate and inspire staff, partners and other leaders in the region to make the vision a reality; be able to oversee a talented group of staff, Board and partners in translating the vision into effective programs; and excel at managing the organization and building its capacity. The President will provide leadership within and well beyond the conservation community.

An incoming President will have the rare opportunity to join a globally recognized leader in large landscape conservation, building on more than 20 years of success, ultimately leaving their mark in taking Y2Y to the next level of growth and impact.

Preferably located in Canmore, Alberta, the President will work closely with experienced and dedicated staff and a committed Board of Directors.

### **Yellowstone to Yukon Conservation Initiative - Overview**

The Yellowstone to Yukon Conservation Initiative is one of the planet's most exciting, innovative and successful biodiversity conservation efforts. First conceived in 1993, Y2Y now features a sophisticated array of programs and projects that encompass a spectacular mountainous landscape of over half a million square miles and involve more than 200 partners. Worldwide, Y2Y is upheld as a leader in large landscape conservation.

Y2Y's principal office is in Canmore, Alberta, with staff in Chetwynd, B.C., and Driggs, Idaho. It has a budget of approximately \$2.5 million and an experienced staff of 11, plus six regular project contractors. The Yellowstone to Yukon region extends roughly from Jackson Hole, Wyoming, to the Yukon Territory of Canada.

### **Position Location**

Located in the Rocky Mountains, Canmore is 1.5 hours west of Calgary International Airport and just minutes from the gates of awe-inspiring Banff National Park. The beauty of Canmore's natural surroundings brings people from all over the world who enjoy outdoor pursuits, including hiking, biking, fishing, climbing and skiing. Canmore has an energetic and well-educated populace of 12,000 people, who value a vigorous, outdoor lifestyle and appreciates the arts and surrounding environment.



## Y2Y Conservation Milestones

*For more information about Y2Y's work, please see appended "Introducing Y2Y" document and 1993-2013 Progress Maps.*

- Helped attract over \$64 million toward conservation funding in the Yellowstone to Yukon region up to 2015.
- Contributed to an increase in protected lands within the region from approximately 11 percent to 21 percent.
- Collaboratively purchased more than 550,000 ac (200,000 ha) of private lands, which protects key wildlife movement routes.
- Instrumental in the creation of two new national park reserves, Nahanni (2009) and Nááts'ihch'oh (2012), that together are equivalent in size to nearly four Yellowstone National Parks.

## Key Responsibilities

### Leadership

The President provides leadership to Y2Y and the conservation community. S/He advances a broad understanding of and support for the Y2Y's vision across a wide range of groups in society. A sound understanding of program creation and development and building broad support for them is also essential. The President has a good grasp of their own strengths and weaknesses, is able to listen and learn from others, and identify those who can complement the President's attributes.

The successful candidate will have the respect of key groups in society as well as the conservation community. The person filling this position will be recognized as someone of high integrity. They will be able to work collegially and productively with directors and also take advantage of their talents and experience.

### Fundraising

Along with the Board of Directors and staff, the President plays a strategic role in Y2Y's development program, enhancing the organization's capacity to achieve its goals. The successful candidate will understand how communication, development and organizing must be integrated.

### Planning and Programs

The President provides direction, support and coordination of professional staff for strategic planning, policy development and implementation, and evaluation of projects and programs.

### Fiscal Management

The President is accountable to the Board for Y2Y's financial viability, overseeing the preparation of budgets and monitoring key fiscal indicators. This includes meeting contract and grant requirements and complying with government regulations.



## Other Responsibilities

### Administrative

The President oversees all operations for Y2Y, the management and monitoring of Y2Y programs, and the overall management of staff and consultants to accomplish program and budgetary objectives.

### Personnel

The President is the role model for responsible, ethical and effective decision-making. S/He hires, manages and evaluates directly reporting staff and ensures that the organizational structure and personnel policies are appropriate.

The President serves as a mentor to staff and provides staff development opportunities that benefit Y2Y. Overall, the President ensures that a positive work environment attracts and retains high-performing staff, working as a cohesive team.

### Board Relations

The President helps maximize the Board's contribution to Y2Y's program, project and development activities by keeping the Board well-informed through regular reports, building Board agendas that facilitate decision-making, and working with the Board to recruit new members.

## Y2Y Milestones (cont'd)

- Awarded more than \$700,000 in awards and grants in the last two years to conservation partners to advance projects within their communities.
- Inspired the world-class wildlife over- and underpasses across the Trans-Canada Highway in Banff National Park, which have led to similar projects.
- Supported the Muskwa–Kechika Management Area plan for a 16-million acre (6.5-million ha) complex of protected lands and special management zones.
- Fostered a new collaboration of dozens of organizations that advance a shared transboundary conservation agenda in the Selkirk, Cabinet and Purcell Mountains of Idaho, Montana and British Columbia.



## Desired Background and Personal Attributes

Ten or more years in a leadership position, preferably for a nonprofit conservation organization that includes responsibilities for strategic planning, program planning, budgeting, implementation, evaluation, and fundraising, as well as staff and contractor management. Experience interacting with nonprofit Board members preferred.

## Competencies and Personal Characteristics

- Genuine passion for the Yellowstone to Yukon ecosystem
- A solid knowledge and understanding of conservation and environmental issues
- Capacity to think innovatively and strategically to advance conservation goals
- Commitment to environmental advocacy firmly grounded in strong science and policy analysis
- Demonstrated success in leading, inspiring, motivating, delegating to and managing staff
- Ability to inspire trust and organize staff into effective teams, motivating them to work well together
- Strong organizational and management skills, such as establishing goals and objectives, setting priorities, meeting deadlines, budgeting, financial reporting, and holding staff accountable
- Demonstrated success in generating and leveraging revenues with know-how and enthusiasm for seeking operations and investment funding
- Experience in meeting financial and budgetary challenges
- An ability to deal effectively with divergent constituencies, interests, perspectives, and approaches; exhibits political savvy and an ability to successfully navigate the nuances inherent in advocacy work
- Ability to articulate and communicate Y2Y's mission in ways that are both interesting and inspiring to a general audience
- Works effectively with Y2Y partners, public policy leaders, nonprofit advocates, and the public at-large
- Works effectively with the national and regional/provincial media in both Canada and the U.S., with a willingness to experiment with emerging pathways of communication and outreach to engage a younger generation in the Y2Y vision
- Articulate, with a proven ability to write and speak in a compelling manner
- Outgoing and engaging; possesses a sense of humor; exercises good judgment with strong listening skills; person of integrity; demonstrated visionary qualities
- Commitment and ability to travel as required of a President of a cross-border organization with an international presence and reputation

## Education

Advanced degree required. Y2Y is open to a variety of educational backgrounds, including environmental sciences, natural resource management, public policy, and business.

## Terms of Employment

This is a permanent full time position with annual compensation in the range of \$100,000 to \$155,000 (CAD) commensurate with experience. Y2Y's comprehensive benefits package includes extended health, dental and life insurance paid for by Y2Y, enrollment in a long-term disability plan paid for by the employee and an RRSP matching program. Yellowstone to Yukon Conservation Initiative is an equal opportunity employer.

## How to Apply

Y2Y has retained the services of ThinkingAhead Executive Search. To learn more about this career opportunity, please send your resume, expression of interest, salary history and requirements to:  
Kara Teising, Partner, at [kteising@thinkingahead.com](mailto:kteising@thinkingahead.com)