



Manager, Communities and Conservation  
Yellowstone to Yukon  
Conservation Initiative

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JULY 2024

## Organizational Profile

### About the Organization

The Yellowstone to Yukon Conservation Initiative (Y2Y) is a collaborative effort between a U.S. non-profit organization and a Canadian public charity that together connect and protect habitat from Yellowstone to Yukon so people and nature can thrive. Yellowstone to Yukon takes a scientific and collaborative approach to conservation, and highlights and focuses on local issues that affect the region. Y2Y has partnered with over 700 scientists, conservation groups, landowners, government agencies, Indigenous governments and communities and businesses to stitch together this landscape.

Without a unified vision for this deeply interconnected landscape, local conservation efforts may be isolated and less effective. Y2Y seeks to ensure conservation efforts are aligned in support of largescale objectives, and therefore become continentally significant. Today, Y2Y is recognized as one of the planet's leading mountain conservation initiatives.

For more information, please visit [y2y.net](http://y2y.net).

### Position Description

Yellowstone to Yukon is seeking an experienced conservation professional to be their next Manager with the Communities and Conservation program. This individual will report to the Director of Communities and Conservation and will be a key member of Y2Y's Communities and Conservation team. You will work closely with a highly collaborative staff in a results-driven environment. This position supports Y2Y's work to ensure that strong, growing networks of diverse communities effectively support protected areas and wildlife corridors and make decisions that reinforce the conditions necessary to achieve Y2Y's mission and vision.

Our Communities and Conservation Program currently focuses on human-wildlife coexistence and promoting well-planned and managed outdoor recreation. The Manager will focus on a variety of aspects of this work, including implementing recommendations from the field of recreation ecology, advancing better practices in recreation monitoring, planning, and management, and advocating for enduring human-wildlife coexistence efforts at multiple scales. As an integrated member of the Y2Y team, the Manager will also support the development and implementation of Indigenous-led conservation and working in ethical space, wildlife habitat connectivity efforts, and working strategically to evolve social systems for the best possible outcomes for nature. The position is multi-faceted and includes engagement with a variety of Y2Y partners, such as provincial and local government officials, Indigenous leaders, businesses, rural landowners, such as ranchers and farmers, outdoor recreation users, hunting and fishing groups, tourism representatives, researchers, and other non-profit organizations.

The successful candidate will be highly collaborative, a strong project manager, have exceptional communications skills, be comfortable talking to those who have strong opinions in opposition to your own, and an ability to successfully design and implement campaigns to create positive change at a systems level.

## Responsibilities

- Design and execute strategic human-wildlife coexistence and/or responsible recreation campaigns in priority areas of the Y2Y landscape.
- Work with, and in support of, Y2Y's government relations and policy team to advocate for stronger support for human-wildlife coexistence and recreation monitoring, planning and management.
- Collaborate with Y2Y's science and knowledge team, researchers, and partners to use science to inform campaigns and support actions on the ground for recreation and human-wildlife coexistence initiatives.
- Collaborate with Y2Y's marketing and communications team to develop and implement communications strategies to engage communities regarding responsible recreation and human-wildlife coexistence.
- At their request, work with Indigenous Nations to share findings from recreation ecology research to support the implementation of responsible recreation practices into conservation design and with human-wildlife conflict reduction efforts.
- Build positive working relationships with government, business, landowners, researchers, Indigenous communities, outdoor industry and other non-profits.
- Support strategic planning, fundraising, and budget management for the Communities and Conservation program.
- Represent Y2Y in various forums and advocate strategically for our priorities.
- Take an active role in ensuring equitable experiences, strengthening inclusion, knowledge and promoting a culture of inclusivity and belonging that embraces the contributions of all team members.
- Travel within the Y2Y region as required to deepen partnerships and advance initiatives.

## Candidate Profile

### SKILLS AND QUALIFICATIONS:

- A clear commitment to Y2Y's vision and mission as demonstrated by the candidate's experience.
- A minimum of 8 years experience in human-wildlife coexistence, responsible recreation advocacy or a related field.
- Systems thinker with strong critical and creative thinking skills.
- Confident project manager with demonstrated ability to work independently and within a team.
- A strategic understanding of how to do conservation at scale and experience advocating for conservation outcomes.
- Working knowledge of outdoor recreation management and/or human-wildlife coexistence and/or background in social science and motivation for behaviour change.
- Knowledge of and personal commitment to supporting Indigenous rights and governance and Indigenous-led conservation.

- Experience engaging with Indigenous and non-Indigenous government agencies and elected officials at various levels.
- Flexibility and ability to pivot and be responsive to emerging needs in a fast-paced, highly collaborative and complex work environment.
- Experience serving as a productive member of diverse and successful teams, coalitions and collaborations.
- Experience helping to manage relevant portions of project budgets.
- Demonstrated commitment to diversity, equity, and inclusion through continuous development, modelling inclusive behaviours, and proactively managing bias.

## Terms of Employment

- The position offers flexible location within the Y2Y landscape, within easy access of an airport, including the option of working in Y2Y's office in Canmore, Alberta.
- Full-time position (37.5 hours/week) with an outstanding benefits package.
- Salary is commensurate with experience, ranging from \$70,000 to \$85,000.

## Additional Information & To Apply

At Y2Y we value diversity — in backgrounds and in experience, and we need people from all backgrounds to help achieve our mission of connecting and protecting habitat from Yellowstone to Yukon so people and nature can thrive. Y2Y's team is empathetic, caring, and supportive. We are intentional about the team and culture that we are building, seeking team members that are not only strong in their own aptitudes but care deeply about supporting each other's growth.

Y2Y is an equal opportunity employer and committed to diversity, equity, and inclusion in our workplace and in science, conservation, and society. We strongly encourage applications from members of groups that are underrepresented and/or excluded from these sectors, including but not limited to Black, Indigenous, and people of colour, people with disabilities, and members of the LGBTQ+ community. All of our employees' points of view are key to our success, and inclusion is everyone's responsibility.

**To explore this opportunity further, please send a cover letter and resume to [careers@y2y.net](mailto:careers@y2y.net) by 5pm MT August 20, 2024.**

Short, preliminary interviews may be held via conference call or Zoom. If you anticipate needing accommodations for any part of the application or interview process you may contact, in confidence, Robyn Barton, HR Consultant at [robyn@y2y.net](mailto:robyn@y2y.net).