



## Profile

Director of Landscape Connectivity  
Yellowstone to Yukon Conservation Initiative

December 2022

# Organizational Profile

## About the Organization

The Yellowstone to Yukon Conservation Initiative (Y2Y) is a joint Canada-U.S. not-for-profit organization with a mission to connect and protect wildlife habitat from Yellowstone to Yukon so people and nature can thrive. We are the only organization dedicated to securing the long-term ecological health of this entire region. We take a scientific and collaborative approach to conservation and highlight and focus on local issues that affect the region. Since 1993, Y2Y has worked with >460 partners to stitch together this landscape, including scientists, conservation groups, landowners, businesses, government agencies as well as Indigenous Peoples (First Nations, Métis, Inuit, and Native American).

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

## Position Description

Yellowstone to Yukon is seeking a senior professional to be their next **Director of Landscape Connectivity**. This position is responsible for ensuring key functional wildlife corridors connect core habitats within priority areas of the Y2Y landscape. This position leads our work to ensure functional wildlife corridors maintain, enhance and restore ecological connectivity among and between protected areas where a) connectivity is already compromised; b) activities threaten to sever existing connectivity and/or c) that are key to connecting core areas and supporting resilience to climate change. All of our work is highly collaborative and requires working from local to regional scales and on key national and global enabling policies.

Specifically, this position will be responsible for leading the following bodies of work in a way that is consistent with Y2Y's theory of change, principles for engaging with indigenous people and our commitment to diversity, equity and inclusion.

- Advance voluntary private land conservation in key corridors that matter at the Y2Y scale
- Advance wildlife crossing structures across the busiest roads in the Yellowstone to Yukon region
- Ensure management of public lands outside of protected areas in key corridors maintains or enhances connectivity and key public lands have management policies/practices in place to support connectivity

The location for this position is flexible and places within a short drive of an airport in the Idaho or Montana portion of the Y2Y landscape are preferred. This individual will report to the Senior Conservation Program Director and will assume primary oversight of Y2Y's landscape connectivity and wildlife corridor work, including private land conservation and transportation infrastructure mitigation projects. As such, this person will be responsible for directing this program, leading a team of professionals and supporting planning, implementation and management of relevant projects and programs that advance the Y2Y vision and deliver on the relevant portions of the strategic plan.

## Responsibilities

The Director of Landscape Connectivity will:

- Lead a diverse group of staff to develop and implement landscape connectivity and wildlife corridor projects that advance the Y2Y vision;
- Oversee staff on the Landscape Connectivity Team, ensuring they are working strategically, at scale and at the systems level to maximize impact through integrated projects that leverage talents;
- 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;
- Support programs in collaborative projects by supporting equitable, inclusive relationships with high-level entities and individuals from federal and regional governments to Indigenous governments, partner relationships, and opinion leaders;
- Set annual goals and objectives for the Landscape Connectivity Team, oversee associated workplans, assess progress against objectives for team members, report regularly to senior leadership regarding progress, challenges and proposed solutions;
- Oversee the Landscape Connectivity Team budget, ensuring expenditures are on track and any changes to priorities or spending are communicated promptly to the Senior Conservation Program Director;
- Support fundraising as needed including: drafting proposals, reports and budgets; occasional meetings with donors and funders, leading landscape connectivity team to identify potential new opportunities;
- Promote the Y2Y vision and programs to relevant audiences (conferences, communities, government agencies, partners, media and funders);
- Working closely with communications staff, represent and advocate for Y2Y priorities in writing opinion pieces and other articles, making public presentations, acting as a media spokesperson, and engaging in representing Y2Y in social media.
- In consultation with communications staff, oversee the development and/or review of communication materials related to this region, including program newsletters and announcements and participate in staff meetings, board meetings and on committees.
- Travel within the Y2Y region as required.

## Candidate Profile

- A minimum of 10 years of successful experience managing, supporting and mentoring multiple staff, including remote-working staff;
- Experience in leading and managing conservation and science/knowledge projects that promote landscape connectivity, preferably in the Y2Y region, on public and/or private lands;
- Knowledge and experience related to Indigenous rights and governance as well as indigenous-led conservation;

- Demonstrated ability to both distil complex science and knowledge, and use it to support landscape connectivity;
- Degree in a related field or equivalent work experience;
- Experience engaging with government agencies and elected officials at various levels of government, particularly agencies responsible for transportation infrastructure, natural resources management and/or wildlife conservation;
- Demonstrated commitment to diversity, equity, and inclusion through continuous development, modelling inclusive behaviours, and proactively managing bias;
- Experience building and maintaining diverse and successful teams, coalitions and collaborations;
- Strong experience in developing and managing budgets;
- Experience in grant writing and/or other types of fundraising;
- Ability and interest to travel with some regularity.

## Terms of Employment

- The location for this position is flexible but must be based within the Y2Y landscape; places within a short drive of an airport in the Idaho, Montana, British Columbia or Alberta portions of the Y2Y landscape are preferred
- Salary is commensurate with experience, ranging from \$95,000 - \$105,000 and includes Y2Y's excellent set of benefits.

## 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 employee's points of view are key to our success, and inclusion is everyone's responsibility.

To explore this opportunity further, please send your resume in confidence to [careers@y2y.net](mailto:careers@y2y.net).

Questions about the position can be directed to [scott@y2y.net](mailto:scott@y2y.net). 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).