



Job opening: Western Program Director

Organizational Overview

Wildlands Network is a growing non-profit organization that is 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, elected officials 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 our mission.

Position Description:

This position reports directly to the Conservation Director.

The Western Program Director is responsible for overseeing and managing partnerships and projects within the United States portion of the "[Western Wildway](#)," as that region is defined by organizational maps, with special focus and emphasis on areas south of the Greater Yellowstone Ecoregion. The Director is the primary public face of the organization in this interior western region and takes the lead in setting strategic direction, program goals, objectives and priorities.

Operations and program management responsibilities include:

- Managing existing projects within the Western Wildway, in accordance with internal strategic guidance and restricted funding requirements.
- Overseeing the design of and proactively managing new campaigns and outreach within the Western Wildway to achieve organizational goals and objectives.
- Supporting policy initiatives at the local, state and federal level within the Western Wildway, in coordination with the Conservation Director and other policy staff.
- Managing and coordinating with staff, contractors and interns working on projects within the Western Wildway.
- Overseeing program and project budgets, including expenses related to Western Program work.
- Working with the Development Team on fundraising strategy and activities, including donor relations, grant applications and reports, etc.

The Western Program Director, in coordination with the Conservation Director and the Executive Director, is responsible for strategic planning and prioritization for the Western Wildway, in accordance with the organization's mission.

Strategic planning responsibilities include:

- Actively working with leaders in the conservation community, or across other relevant industries, to create strategic partnerships and support organizational programs and visibility.
- Leading partnership development and relations within the region.
- Keeping abreast of initiatives, regional and state politics, projects, events and other opportunities related to our work across the Western Wildway.
- Working with the Mexico Program Director and Conservation Director on projects that span both sides of the U.S.-Mexico border.

The Western Program Director, in coordination with the Conservation Director and Development Director, is responsible for managing the budget and finances for the Western Program, including working with the development team on Western Program development and fundraising activities. Financial responsibilities include:

- Working the Development team, Executive Director, and Conservation Director to identify grants, donors, and other revenue sources for the Western Program.
- Supporting and staffing donor events and meetings when necessary.
- Monitoring overall revenues and expenditures for the Western Program on a monthly, quarterly and annual basis to ensure proper accounting and financial health.

The Western Program Director, in coordination with the Communications Manager, assists in designing and implementing communications strategy within the Western Wildway.

Responsibilities Include:

- Maintaining effective internal communications within the Western Wildway team, in an inclusive, transparent manner.
- Effectively communicate Western Wildway programmatic goals and projects to internal and external audiences.
- In coordination with the Communications Manager, proactively designing and implementing a strategic plan and messaging to further Western Program goals and communicate the Western Wildway vision.
- Providing content, as necessary, to express organizational responses to regionally-significant breaking news, significant conservation achievements or other high-level communications program needs.

Desired Qualifications:

- A passion for wildlife conservation and deep understanding of its importance to the long-term protection of the natural world.
- Professional working knowledge of representative landscapes in the interior West, along with relevant legal and policy frameworks and associated challenges and opportunities related to conservation and management.
- Experience building coalitions and running advocacy campaigns, including developing campaign strategy.
- Energetic and positive outlook, attitude and demeanor.
- Ability to manage competing tasks and fast workflow.
- Ability to work as an effective part of diverse, remote teams.
- Comfortable with technology and utilizing digital tools for campaigns and meetings.
- Experience working with elected representatives and crafting legislative and/or administrative policy proposals and language.
- Excellent writing and communication skills.
- Spanish language proficiency preferred.
- Willingness and ability to travel, when safe to do so.

Location: Albuquerque, Santa Fe or Salt Lake City preferred. Willing to consider remote office locations in Utah, Arizona, Colorado or New Mexico depending on experience and interest in future relocation.

Salary: \$70,000-\$90,000, dependent on experience and location

Benefits: Generous paid vacation, sick, family leave and sabbatical policies; employer-sponsored health and dental coverage; 10K life insurance policy; access to retirement account; support for ongoing professional development.

Job Type

Full-time, exempt

Wildlands Network is an equal opportunity employer.

To apply, please send your cover letter and resume to Greg Costello at greg@wildlandsnetwork.org.