



# Position Specification

Jackson Hole Land Trust

President

### Our Client

The Jackson Hole Land Trust (JHLT) is a private, non-profit organization that was established in 1980 to protect and steward the treasured landscapes of Northwest Wyoming. With over 56,000 acres protected, the Jackson Hole Land Trust's vision is a legacy of protected open spaces, wildlife habitat, working lands and community spaces that inspire current and future generations.

Jackson Hole lies at the heart of the Greater Yellowstone Ecosystem in Northwest Wyoming – a region that includes Yellowstone National Park, Grand Teton National Park, the Snake River and millions of acres of public and private land. This is a region of significant ecological connectivity and diversity, and is home to abundant wildlife, where elk, deer, pronghorn, and moose still migrate along ancient routes and trout still spawn in clean flowing rivers and streams. It is also a region where generations of families work and steward the land and embrace ranching as a way of life. It is a landscape unique to itself with unparalleled scenic beauty. The Jackson Hole Land Trust envisions a future where these values still exist – where people ranch, wildlife roam, fish spawn, and communities have access to open space and nature.

In 2018, the Jackson Hole Land Trust approved a five-year Strategic Plan and embarked upon a new era of conservation through the intentional and strategic broadening of its work. JHLT committed to a role beyond its original focus on Jackson Hole, broadening its mission to protect land across Northwest Wyoming. In addition, JHLT prioritized community conservation, promoting broad community engagement with, and access to, protected spaces in order to ensure diverse voices are connected to the land and to the work of the organization.

JHLT continues to make land protection its number one priority, and with the new Strategic Plan, the Land Trust embraces a strong commitment to partnering with landowners, community leaders, public agencies, nonprofits, and others to conserve the open spaces, working lands, wildlife habitats and community places for the benefit of all who live and work in or visit Jackson Hole and Northwest Wyoming. Now implementing this plan, JHLT is also successfully engaging diverse audiences and exploring new and different strategies to connect the entire community, with the land and to the work of the organization. Recent examples of JHLT's community conservation projects include: *R Park* – 40 acres of reclaimed natural space in the heart of Jackson Hole, designed to encourage all ages to engage with and explore nature; *FoundSpace*—a large-scale interactive installation created on public-access JHLT-protected properties that links local artists with the broader community and conserved open spaces; and *Trout Tuesdays* – a program initially launched with the goal of helping more Latino families learn to fish and utilize the world-class waterway of the Snake River, thereby promoting inclusion and connectivity to the outdoor culture and recreational opportunities of Wyoming. The Land Trust seeks to strengthen its relevancy, improve its inclusiveness and in doing so, provide opportunities for improved quality of life for all through the shared benefits of land conservation.

Over time, the Jackson Hole Land Trust has built deep, trusted relationships across Northwest Wyoming as well as a reputation for impact. For example, last year the Jackson Hole Land Trust led the successful completion of the *Save the Block* Campaign, which was a highly innovative project to protect the Genevieve Block in downtown Jackson Hole – a critical component of the town culture, history, and downtown greenspace. Recognizing the significance the block held for the community, the JHLT looked for and found partners who could play a role in protecting the community priorities of preserving both the block’s historic structures and open space. In less than four months, JHLT secured over \$7 million through 5,500 gifts for the *Save the Block* campaign. In August 2019, upon a transfer of ownership and the recording of a conservation easement, the history and future of the block were protected.

The Jackson Hole Trust has an operating budget of approximately \$2.3 million and is funded largely by private contributions from the community. It has a dedicated full-time staff of 16 people along with a 23-person board of directors. Primarily the JHLT staff works from Jackson, WY; the team focused on the Green River Valley program also works from the Pinedale, WY office.

For more information about the Jackson Hole Land Trust, please visit [www.jhlandtrust.org](http://www.jhlandtrust.org).

## **The Role**

Reporting directly to the Board, the President of the Jackson Hole Land Trust will build on the successes of JHLT and continue moving the organization and the community forward. An innovative and dynamic leader, the President will lead the organization to connect people to nature, expand public support, enrich communities, and further the mission of land conservation in Northwest Wyoming. This individual will demonstrate an authentic passion for JHLT’s mission and an unquestioning belief in the importance of conservation as vital to the communities of Northwest Wyoming and to the broader ecological health of the region.

The President is responsible for all aspects of the Jackson Hole Land Trust’s organizational health including land protection, individual fundraising, operations, community programing, stewarding relationships with local landowners, and building collaborative relationships with local, regional, and national partners. The President will bring a sophisticated and creative approach to the structuring of land protection transactions, and as JHLT’s chief fundraiser, the President will also significantly leverage private philanthropy to further the impact of the Land Trust. S/he will be deeply involved in the ongoing cultivation of major donors and key funders, and will work closely with the development team to increase and diversify the organization’s funding base.

The President will build strong relationships with key partners in Northwest Wyoming as well as the broader national land conservation community. Furthermore, s/he will broker sophisticated deals and relationships with Northwest Wyoming landowners and other key stakeholders on behalf of the Land Trust. A superb storyteller and advocate for JHLT’s mission, s/he will prioritize the use of marketing and

communications to continue to raise the profile of and engagement with the Land Trust amongst the full diversity of Northwest Wyoming's communities.

The President needs to be the chief ambassador, internally and externally, for its community conservation initiatives. The Jackson Hole Land Trust offers a wide variety of activities, education, and outreach aimed at engaging audiences as diverse as the lands and communities it represents. The new President must be a champion for the range of socioeconomic constituents in the county and have a vision of equity and inclusion.

The President will lead with respect, compassion, and appreciation for the efforts and diverse perspectives of every individual that JHLT employs, partners with, and reaches out to. S/he will bring a forward-thinking mindset and promote a collaborative and supportive working environment that fosters trust and teamwork among the protection, stewardship, and community engagement teams.

### **Candidate Profile**

The Jackson Hole Land Trust seeks a leader with a demonstrated passion for and commitment to land conservation. S/he will bring to the role a strategic mindset coupled with practical experience with the nonprofit, public, and/or business sectors.

In terms of the performance and personal competencies required for the position, we would highlight the following:

#### **Setting Strategy and Vision**

- A strong analytical mind and the ability to assess strategic and operational alternatives by seeking and analyzing data from a variety of sources to support decisions.
- An entrepreneurial and creative approach to developing new, innovative ideas for structuring land protection transactions and other programmatic initiatives that will stretch the organization and drive impact.
- The ability to effectively ensure organizational stability by balancing the desire/need for broad change with an understanding of capacity, and to create realistic goals and implementation plans that are achievable and successful.
- An understanding of the most current approaches to land conservation and protection is preferred. Is a continuous learner – always remaining open to and interested in new ways to further JHLT's mission.

#### **Building Authentic Relationships, Consensus, and Community Support**

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence; an outstanding communicator able to represent JHLT effectively and authentically to diverse audiences.

- An ability to inspire trust and connection with others through influence, the passion of his/her beliefs, and active drive.
- Demonstrated success as a fundraiser who enthusiastically embraces the responsibility of engaging the full range of JHLT's supporters from major donors, to foundation and government funders, to loyal supporters.
- Experienced in developing productive partnerships with peers in local and state government, nonprofit, philanthropic, and private sectors.
- Demonstrated personal and professional commitment to diversity, equity, and inclusion; sensitive to and effective at operating in an environment with a wide range of constituent communities.
- A natural relationship builder who builds lasting connections with individuals and landowners, and approaches doing so with genuine interest in and respect for the philanthropic goals of donors.

**Leading and Managing Teams**

- Operates with a clear focus on organizational goals amid multiple competing risks and demands, and a capacity to prioritize effectively to deliver results.
- The ability to attract and recruit top talent, motivate the team, delegate effectively, and manage performance; widely viewed as a strong developer of others. Supportive of and respects the expertise of staff.
- Proactively engages and supports workplace dialogue around diversity topics resulting in a reinforcement of employee values and inclusive behaviors.
- Encourages others to share the spotlight, and visibly celebrates and supports the success of the team.
- A leader who is self-reflective and aware of his/her own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement; open to feedback and self-improvement.

**Governance**

- Able to develop productive relationships with board members.
- A consensus builder, able to successfully drive groups to agreement and align diverse stakeholders with organizational goals.

**Personal Characteristics**

- A person of integrity who inspires trust and respect.
- Inspirational, approachable, and warm.
- Collaborative.

- 
- Energetic, charismatic, and engaging.
  - Calm and cool under pressure.
  - Enjoys playing a public role in service to an organizational mission.

**Contact**

Russell Reynolds Associates has been exclusively retained for this search and prospective candidates are invited to contact Russell Reynolds Associates directly. All inquiries and discussions will be considered strictly confidential. To apply for the role or submit a nomination, please reach out to [JHLT@russellreynolds.com](mailto:JHLT@russellreynolds.com). All applications should include a resume and statement of interest.

Jamie Hechinger  
Russell Reynolds Associates  
1700 New York Avenue NW  
Suite 400  
Washington, DC 20006-5208

Michael Singleton  
Russell Reynolds Associates  
277 Park Avenue  
Suite 3800  
New York, NY 10172

Katherine Armstrong  
Russell Reynolds Associates  
One Federal Street  
26th Floor  
Boston, MA 02110-2003

Trevor Hooper  
Russell Reynolds Associates  
101 California Street  
Suite 4200  
San Francisco, CA 94111-5867