

SAND COUNTY FOUNDATION JOB DESCRIPTION

Position Title: Western Director- Leopold Conservation Award® Program
Department/Location: Sand County Foundation – Remote
FLSA Status: Exempt, Salaried
Employment Status: Regular

ORGANIZATION OVERVIEW

Sand County Foundation (SCF) is a national non-profit conservation organization equipping farmers, ranchers, and forestland owners with conservation information, data, and examples to guide their ethical land management. We work at the intersection of agriculture and environmental improvement. Our team of scientists works in partnership with farmers and ranchers to research effective conservation techniques that can benefit the environment and the landowner's bottom line. Our Leopold Conservation Award program, which began in 2003 and has grown significantly, recognizes and celebrates conservation-minded landowners and promotes their stories to inspire others. Nearly 60 years ago, SCF was built on the core ideas of Aldo Leopold, one of America's most influential conservationists. Leopold inspired landowners to adopt what he called a land ethic – a personal responsibility to treat land, water, and wildlife with respect. Today, as we advance conservation-minded land management, we envision a future where there is widespread adoption of a land ethic based on personal responsibility, effective incentives, and science for the benefit of people and the environment.

POSITION SUMMARY

The Western Director – Leopold Conservation Award® (LCA) Program leads the Foundation's most publicly visible initiative in multiple Western U.S. states. Currently, this highly regarded award is presented in nine Western states/28 nationally. The person in this position is an ambassador for not only the Leopold Conservation Award, but other Foundation initiatives and Sand County Foundation as a whole. The Western Director is responsible for securing sponsorship funding, strategically expanding the program to new states and sectors, and representing the Foundation's purpose and initiatives to donors, partners, and other audiences. The Western Director is also responsible for advancing the mission of the LCA through events centered around Leopold Conservation Award recipient alumni involvement.

DUTIES AND RESPONSIBILITIES

1. Ensures the Leopold Conservation Award program is fully funded through fundraising in Western states
2. Works with Vice President LCA and Associate Director LCA to develop opportunities and events to engage the network of award recipients and partners.
3. Works with the Vice President LCA to manage the strategic expansion of the Leopold Conservation Award to new states.
4. Coordinates with SCF Communication Director to meet program goals through external communications with corporate, government, and individual stakeholders.

5. Facilitates and coordinates meetings necessary to the success of the LCA.
6. In coordination with Vice President LCA and Communications Director, maximizes the exposure of award recipients and their conservation stories in conventional and social media.
7. Serves as an ambassador for other Foundation initiatives and facilitates connections with appropriate SCF programs.
8. Assists other SCF staff teams from time to time as needed.
9. Committed to the principles, mission, and objectives of Sand County Foundation.

QUALIFICATIONS

1. Demonstrated capability and experience in initiating, strengthening, and expanding a program or initiative preferably on a regional basis.
2. Showcased ability to build and sustain partnerships with other people and organizations.
3. Competent understanding of agriculture with ability to communicate effectively in groups and one-on-one settings with farmers, ranchers, foresters, and others in natural resource industries.
4. Proven fundraising success among corporate, foundation, and government sources.
5. Direct experience presenting to diverse audiences.
6. Proficient at coordinating a variety of meetings and events of different types, and does so with poise, confidence and warmth.
7. Responsive communication style.
8. Leadership skills able to motivate and manage relationships while fostering collaboration among colleagues, partners and sponsors.
9. Affinity to the natural environment and a land ethic.
10. Bachelor's degree in related field and five years' relevant work experience or an equivalent combination of education and experience.

WORKING RELATIONSHIPS

Reports To: Vice President – Leopold Conservation Award

Direct Reports: Temporary employees as needed, as well as project consultants

Support: This position is supported by SCF Administrative and Communications teams.

WORKING CONDITIONS: This position requires periodic overnight travel to partners' offices, project sites, farms, conferences, and events sponsored by Sand County Foundation and other organizations. Work other than travel is done in a home office environment.

COMPENSATION: SCF offers competitive compensation commensurate with experience and independently verified market comparables, and provides a generous benefits package. The anticipated salary for this position will range between \$70,000 and \$80,000 based on the candidate's qualifications.

LOCATION: The Western Director position is a remote position operating out of a home office situation. The candidate should be located in a Western state with reasonable proximity to an airport and reliable internet connectivity at their home office.

APPLICATION DEADLINE AND SUBMISSION: Applications will be reviewed beginning October 1, 2025, but the position will remain open until filled. Submit a cover letter, resume, and contact information for three professional references to apply@sandcountyfoundation.org.

With this opportunity is the potential for growth; we encourage candidates to incorporate into their cover letter a statement explaining how their innovative ideas, personal strengths, and unique skillsets could be integrated into SCF's efforts to complement our mission and program goals. The cover letter is also an opportunity to summarize how past education or work experience fits within the stated essential and preferred qualifications. For specific questions regarding the position, please email Lance Irving, Vice President - Leopold Conservation Award at Lirving@sandcountyfoundation.org.