



SEARCH FOR

President and Chief Executive Officer

FOR MONTANA CONSERVATION CORPS



MONTANA CONSERVATION CORPS

TOOLS FOR LIVING. EXPERIENCE FOR LIFE.









DEAR APPLICANT,

Thank you for your interest in the position of President and CEO of Montana Conservation Corps. As Chair of the Board of Directors, I am proud of MCC and grateful for the opportunity to share a bit about our organization with you.

For twenty-five years, Jono McKinney has led MCC with enthusiasm and diligence that remain as strong today as when he began. He has been the face of MCC, and our next leader will inherit a tremendous legacy. Just as importantly, they will inherit the talented, dedicated, and stable team Jono has helped build, one with deep institutional knowledge and a strong spirit of teamwork.

MCC has a genuine culture of care. Job satisfaction is high, and we prioritize well-balanced lives because we believe that when people are well, they work well. I have also been impressed by the growth mindset throughout the organization. MCC has remained financially, structurally, and culturally nimble, whether adapting to the evolving needs of young adults, navigating the challenges of the pandemic, or responding to tightening federal budgets for AmeriCorps and public lands.

This adaptability has earned MCC an excellent reputation. Within AmeriCorps, we are a sought-after program that attracts high-quality members from across the country. Members routinely describe their time with MCC as positive and transformative. The experience goes beyond conservation work to include lasting relationships, leadership training, and personal reflection. Our project partners know MCC as a dependable organization that gets work done efficiently.

It has been a pleasure to serve alongside a Board of Directors whose diverse backgrounds and experience generate fruitful ideas to guide the organization. Our board is engaged and committed to supporting MCC's next leader.

The next President and CEO will join an organization where people care deeply about public lands, MCC's mission, and one another. We are excited to see what you have to offer.

Sincerely,

Heidi Miller - Chair, Board of Directors

About MCC

Montana Conservation Corps (MCC) is a 501(c)(3) nonprofit organization dedicated to inspiring young people through hands-on conservation service to be leaders, stewards of the land, and engaged citizens who improve their communities.

By weaving together leadership development, teamwork and work-skills training with direct service to our public lands and communities, MCC helps young people connect with a sense of purpose while making a profound impact to improve public lands and waters in the Northern Rockies and Plains.

Founded in 1991, MCC continues to build on a 35-year legacy of transformative conservation service. By engaging in boots-on-the-ground conservation projects, Montana teens, tribal youth and diverse young adult AmeriCorps members from across the country experience the full measure of their character and discover their capacity to lead change in their communities - and more importantly, in their own lives.

When we support youth in connecting to people, to a sense of place, to their personal power, and to future pathways, they more deeply connect to a sense of purpose. Through our programs, including our renowned three-month Leadership Development Program, Field Crews, Big Sky Watershed Corps, Individual Placement positions, Piikuni Lands Corps, and Corps-to-Career youth crews, we support young people in developing resiliency, self-efficacy, and employability skills - cultivating thriving young people who have a sense of purpose and are energized about their futures.

MCC has an exceptional record of conservation spanning Montana, Idaho, Wyoming, North Dakota and South Dakota. As a result of more than eight million hours of service, our corps members have improved over 35,000 miles of trails, planted 1.4 million trees, and enhanced hundreds of thousands of acres of wildlife habitat. MCC is a highly valued resource with a diverse community of project partners who have come to rely on MCC for quality work, spirited corps members, and unparalleled support from MCC's talented staff.

1.4 million
TREES PLANTED

35,000 miles
OF TRAILS IMPROVED

163,000 acres
TREATED FOR NOXIOUS WEEDS



Our Community Commitments

01 WE CARE
At MCC, we center relationships and strive for excellence in building a community where everyone experiences safety, belonging, and validation. Authentic connection enables us to relate across differences, build empathy, cultivate well-being, and lean into challenges together.

02 WE EMPOWER
MCC instills hope and purpose in young people. MCC is a catalyst for personal development where corps members may cultivate self-efficacy and resilience, develop a growth mindset, and learn work and life skills that help them thrive and grow as leaders in all their communities.

03 WE CONSERVE
Conservation connects us to the land and to the legacy of corps. We work to improve our lands and communities, conserving resilient landscapes that may adapt to changing conditions. We serve so that all people may positively experience these lands. Our place-based learning fosters a commitment to the land and to our communities.

04 WE HONOR
We acknowledge the many indigenous peoples with ties to the lands on which we serve, and we recognize their continued presence, sovereignty, and stewardship. We respect the history of and continued stewardship by all the people and agencies who live and work here.

05 WE SERVE
We believe in service as a strategy for personal development and community action. Through service, we foster compassion and learn skills for life. We are committed to serving our colleagues, corps members, project partners, and communities.

06 WE LEAD
We believe that anyone can be a leader and that leadership can be learned. It starts with self-knowledge, but encompasses the whole team. As leaders, we create positive change, regardless of our position of power.

07 WE WORK FOR QUALITY RESULTS
We work hard and persevere, yet value a culture of well-being and balance. We proudly roll up our sleeves to get things done. We strive together for personal and organizational accomplishment, learning from mistakes and pushing through challenges.

MCC at a Glance

Offices Bozeman (HQ), Browning, Dillon, Great Falls, Helena, Kalispell, Missoula

Geography Montana, Idaho, Wyoming, North Dakota, South Dakota

Operating Budget $15 Million

Net Assets $6,188,000

Staff 48

Corps Members 500+

Project Partners 170

AmeriCorps Grants $4.9 Million National Direct & State Competitive

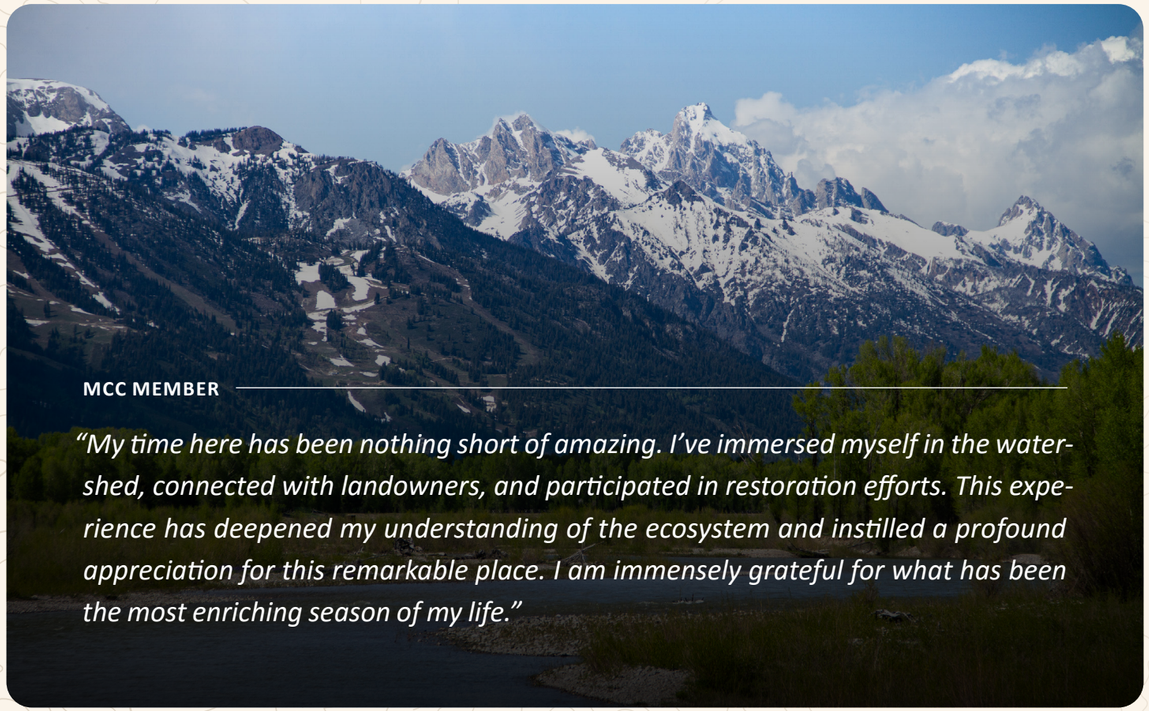
Revenue from Project Partners $9,200,000

Philanthropic Support $1,200,000

Accreditation The Corps Network – Center for Excellence

Board of Directors 15 Board members

On the Web www.mtcorps.org



MCC MEMBER

"My time here has been nothing short of amazing. I've immersed myself in the watershed, connected with landowners, and participated in restoration efforts. This experience has deepened my understanding of the ecosystem and instilled a profound appreciation for this remarkable place. I am immensely grateful for what has been the most enriching season of my life."



The Opportunity

Following 25 years of exceptional leadership, MCC's President and CEO will retire in July 2027. The Board of Directors is launching a national search for an inspiring, growth-oriented executive to guide our premier conservation corps into its next era of service and impact.

Celebrating our 35th anniversary, MCC benefits from its expanding regional influence across Montana, Idaho, Wyoming, North Dakota, and South Dakota. Based in Bozeman, MT, we are nationally recognized for high-performing crews and interns, transformative corps member experiences, and an authentic culture of care. Through partnerships with federal, state, and local agencies, and alongside grassroots and national nonprofits, we generate $9.2 million in project revenue. MCC coordinates with regional state service commissions to sustain $4.9 million in AmeriCorps grants, and stewards $1.2 million in philanthropic support. MCC engages regularly with elected officials to mobilize their support through public policy and federal appropriations.

Following a 2024 strategic right-sizing effort and a culture of continuous improvement, our operations are leading edge, resilient and scalable. We deploy 400 - 500 participants annually across field crews based out of four regional offices; individual placements strengthening partner site capacity throughout the Northern Rockies and Plains region and pioneering practices like Low-Tech Process-Based Restoration; a Youth Corps engaged in Work-Based Learning; and an expanding Blackfeet-led program rooted in Traditional Ecological Knowledge.

You will step into leadership during a dynamic period. While federal conservation funding and public land capacities are shifting, we view these changes as catalysts for innovation and proactive advocacy. Transformational initiatives, like the America the Beautiful Act's proposed $2 billion/year public lands investment, offer promising opportunities to scale programs and services. This transition is a moment to capitalize on strong relationships, sustain innovation and program development, invest in and leverage a talented and dedicated staff and board of directors, and aggressively grow our philanthropic footprint to fund our next chapter.



The Role

Reporting to the Board of Directors, the President and CEO is the strategic and visionary heart of our mission, architecting our next phase while protecting our people-first culture. Core dimensions of the role include...

Lead Our People

You will coach and inspire a dedicated executive team, including our VP of Programs and Operations, VP of Finance and Administration, and Director of Philanthropy, to further MCC's legacy of program quality and innovation, and operational and administrative excellence. As a highly visible leader, you will spend meaningful time in the field, deeply engage with corps members and staff, and hold our foundational community commitments.

Drive Financial Resilience

To fuel our momentum, you will proactively scale MCC's financial resources by advancing essential partnerships with AmeriCorps and project partners, while also accelerating our fundraising efforts. In driving a passionate, high-impact fundraising strategy alongside our Director of Philanthropy and Board of Directors, you will champion private philanthropy, cultivating strong relations with individual donors and foundations that enhance MCC's resilience and impact through shifting federal budget priorities.

Champion MCC Externally

To bolster and grow MCC's public and fee-for-service revenue, you will serve as chief ambassador to identify new opportunities and project partnerships. We need a passionate relationship builder to forge enduring alliances with elected officials and their staff, land management agency leaders, nonprofit partners, AmeriCorps and state commissions, and Tribal nations.

Partner with the Board

You will maintain a transparent, collaborative partnership with our Board Chair to drive ambitious strategic planning and help recruit engaged board members eager to leverage their networks to bolster MCC's programmatic impact and private fundraising.

Our Impact

85%
HAVE MORE CONFIDENCE AND RESILIENCE

86%
BELIEVE THEY CAN MAKE A DIFFERENCE IN THEIR COMMUNITIES

89%
ARE ABLE TO BETTER COMMUNICATE WITH OTHERS

MCC MEMBER

"In order for public land use to thrive, there has to be individuals willing to put others first and do the work people seldom notice or commend. I've learned we have more power than we think... when we choose to use it wisely and responsibly, we can inspire lasting change."

Key Responsibilities

Organizational Leadership and Culture

- Ensure the operations closely reflect MCC's mission and values
- Cultivate a welcoming environment for all members and staff
- Practice good listening skills, encourage staff initiative, and provide growth-minded feedback
- Supervise, lead, coach, develop, delegate to, and retain a high-performing senior executive management team, including the VP of Finance and Administration and VP of Programs and Operations, and Director of Philanthropy
- Promote effective communications between geographically separate programs
- Ensure ultimate resolution of personnel disputes

Governance and Board Partnership

- Support in building a diverse board of directors that is inspired by the mission and well-connected in the community, possesses relevant experience to guide the organization, willing to develop philanthropic relationships, and advocate for MCC with elected officials
- Facilitate board member recruitment, orientation and training
- Collaborate effectively with the Board Chair to identify priorities/issues and establish board agendas
- Partner with Board and Committee Chairs to plan MCC Board activities and participate in board meetings and committee meetings
- Provide appropriate information in preparation for board meetings
- Communicate with board members to keep them informed and engaged with the agency

Strategic Vision and Planning

- Collaborate with the Board of Directors to develop and implement strategic plans that advance MCC's core mission
- Ensure MCC strategic aspirations align with achievable and sustainable financial, staffing and operating resources
- Ensure the annual budget aligns and supports the priorities of the strategic plan
- In support of the above, collaborate with senior leadership and their teams to develop long-term and annual impact, operational and financial priorities and targets

Financial Health and Revenue Generation

- Ensure that the flow of funds permits MCC to make continuous progress towards achievement of its mission
- Actively cultivate and steward relationships with foundations and individual donors to increase philanthropic support
- Collaborate on grant writing, periodic reporting, and grant implementation
- Review monthly financial statements
- Guide the development of the annual budget



Program Excellence and Member Experience

- Advance MCC's commitment to highest quality corps member professional and personal development experiences
- Support and motivate staff and participants and promote an effective and efficient working atmosphere and authentic culture of care
- Periodically make planned visits to regional offices and field sites
- Coordinate internal communication between staff, board, and members

External Relationships and Partner Stewardship

- Develop and maintain relationships with partners and funding sources including AmeriCorps, State Service Commissions, federal, state, county, and city government agencies, tribal nations, nonprofits, and private philanthropy
- Provide leadership in developing new marketing strategies, funding sources and project sponsors
- Engage with elected officials and staff, agency leaders, and other stakeholders
- Act as MCC spokesperson in presentation of MCC program, mission, vision and principles

FIRST-YEAR DELIVERABLES

To ensure a successful transition and build immediate momentum, the new CEO will work to achieve the following pivotal milestones within their first year:

- **Relationship Transition:** Successfully inherit key public, private and project partner relationships through a warm handoff from outgoing CEO, and connect with existing major funders, partners, and elected officials within the first three months.
- **Leadership Stability:** Retain stability within the executive leadership team through the critical first 12 months of transition.
- **Financial & Metric Performance:** Vigorously defend existing public funding streams against external shifts, and in collaboration with MCC's Director of Philanthropy and Board of Directors, sustain continuing growth in private philanthropic fundraising as required by program planning, and maintain or exceed key performance metrics relative to the previous two-year average.
- **Strategic Vision:** Architect and launch a new strategic plan by the end of 2028 that balances growing organizational impact with steadfast adherence to our core mission and people-first culture.

Who You Are & Your Experience

To succeed, you must bring a **strategic and visionary mindset** to translate complex policy into actionable growth, the **financial acumen** to balance mission priorities with effective partner cultivation and revenue generation, and a **people-first approach** to cultivate our culture of care and lead our team.

633,000
HAZARDOUS TREES REMOVED

8,016
BEAVER DAM ANALOGS INSTALLED

20,000
REDUCED ACRES OF WILDFIRE FUELS

Our Results

Your Background

- 10+ years of progressively responsible executive leadership in a mission-driven organization, with 5+ years supervising senior managers and scaling teams.
- Bachelor's degree required (advanced degree preferred).
- Demonstrated experience leading organizations through periods of external volatility and transition while maintaining culture and trust.
- Track record of building sustained external relationships with government agencies, funders, and elected officials.
- Proven revenue generation success across complex public funding, fee-for-service, private grants and individual philanthropy, paired with sound fiscal management and budgeting experience.
- Significant experience supporting, developing, and partnering with an active Board of Directors.
- Exceptional communication skills to build coalitions across varied political, cultural, and geographic perspectives.
- A genuine, demonstrable connection to youth development, conservation, public lands and environmental stewardship.
- Bonus skills: Experience with elected officials, Tribal nations, technical project development, AmeriCorps regulations, and CRM platforms like Salesforce.
- Requirements: Valid driver's license, ability to pass a motor vehicle record check, and successful completion of a criminal history check.

MCC is committed to being welcoming to all and encourages people of all backgrounds to apply.

MCC MEMBER

"The most important skill that I've learned through MCC is being able to adjust to a new environment with new people, giving me the opportunity to grow self-confidence."

Compensation, Location & Benefits

The position is offered with a starting salary of $165,000+, depending on experience. MCC offers comprehensive benefits including health and dental insurance (MCC covers 90% individual/70% family); an employee assistance program; $40 monthly cell phone reimbursement; paid vacation starts with 4 weeks; 14 total holidays; an annual programmatic break; 12 sick days; outdoor gear discounts; and after 1 year, a 401(k) with a 5% employer match.

Working in our Bozeman HQ office is preferred - with 3-5 days in-office expected. Montana residence is required. The role involves necessary regional and national travel (10-20%) to engage with donors, partners, and public officials, and visit regional operations and field crews.

How to Apply

Apply by January 15, 2027, for an anticipated start date on or before July 6, 2027. Submit your application via our online portal at: **Application Link**

Please include:

- A cover letter
- Your current resume.
- Leader Profile: In a separate attachment, describe your past experience related to the four core elements of the role as described on page 9; 1) Lead our People; 2) Drive Financial Resilience; 3) Champion MCC Externally; and 4) Partner with the Board. Please limit your responses to 250 words each, or 1000 words total.
- References: Contact information for 3–5 professional references *(contacted only at the finalist stage with your permission).*





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