



Executive Director Position Announcement

Friends of the Bridger-Teton (FBT) is seeking a dynamic, strategic, and collaborative leader to serve as its next Executive Director.

Established in 2019, FBT is a nonprofit organization dedicated to inspiring connection, stewardship, and responsible use of the vast and diverse public lands of the Bridger-Teton National Forest. FBT works closely with the Bridger-Teton National Forest (BTNF), communities, donors, volunteers, and conservation partners to support responsible recreation, stewardship, education, and other initiatives that benefit public lands and the people who enjoy them.

As FBT transitions from growth to maturity and begins implementing a new strategic plan, the Executive Director will play a central role in strengthening the organization, building organizational capacity, expanding partnerships and fundraising, and increasing FBT's impact across the Bridger-Teton National Forest.

Position Overview

The Executive Director provides overall leadership and management of FBT and is responsible for advancing the organization's mission, vision, strategic priorities, programs, and partnerships. The Executive Director works closely with the Board of Directors and serves as a principal liaison with BTNF leadership and staff, community partners, donors, volunteers, and other stakeholders.

The successful candidate will be an experienced nonprofit leader who can move comfortably between strategic leadership and day-to-day operations, build strong external relationships, foster high-performing teamwork, and translate organizational priorities into action.

Key Responsibilities

- Lead strategy and organizational development by implementing FBT's strategic plan, developing annual programs of work, and positioning the organization for sustainable growth and long-term impact.
- Build a strong relationship with the Board of Directors, supporting effective governance, Board development, communication, meeting preparation, fundraising, and organizational decision-making.
- Strengthen FBT's partnership with the Bridger-Teton National Forest, maintaining effective relationships with Forest leadership and Ranger Districts and working collaboratively to identify and prioritize projects and opportunities.

- Lead and develop a staff of six current employees plus volunteers, including recruitment, retention, performance management, professional development, while fostering a positive, collaborative, and mission-driven organizational culture.
- Oversee programs and stewardship initiatives, including ambassadors for responsible recreation, Forest Corps trail crews, community outreach, and other partnerships and projects.
- Provide strong financial and operational leadership, including budgeting, financial reporting, responsible stewardship of resources, grant compliance, organizational reserves, and coordination with the Treasurer, accountant, and Board.
- Lead fundraising and development, including grants, donor cultivation, major gifts, sponsorships, annual giving, memberships, and other opportunities to increase sustainable and unrestricted revenue.
- Build and maintain strong relationships with donors, Forest Service leaders and employees, community partners, private organizations, federal agencies, volunteers, and other stakeholders.
- Oversee communications and public engagement, including branding, website, social media, marketing, publications, and public education.
- Ensure effective organizational governance and compliance, including administration of policies and procedures, maintenance of organizational records, and preservation of FBT's 501(c)(3) status.

Ideal Candidate

The ideal candidate will bring nonprofit leadership or senior management experience, strong strategic and organizational skills, excellent interpersonal and communication abilities, and a genuine commitment to public lands, conservation, stewardship, and responsible recreation.

Preferred qualifications include:

- Demonstrated experience leading or managing a nonprofit organization, program, or comparable mission-driven organization.
- Experience developing and implementing strategic plans and translating vision into action.
- Experience with budgeting, financial management, fundraising, grants, and donor development.
- Proven ability to recruit, develop, motivate, and retain staff and volunteers.
- Experience working effectively with a Board of Directors and volunteer leadership.
- Strong relationship-building skills and the ability to collaborate with diverse partners and stakeholders.
- Excellent written, oral, and public communication skills.
- Experience with public outreach, social media, technology, and organizational communications.
- Ability to balance strategic leadership with hands-on operational management.
- Knowledge of or demonstrated commitment to public lands, conservation, outdoor recreation, and stewardship.

The Opportunity

This is an opportunity to lead a growing organization with a strong mission, committed partners, and an important role in the future of the Bridger-Teton National Forest. The next Executive Director will help shape FBT's next chapter by strengthening its organizational foundation, developing its people and partnerships, diversifying and growing revenue, and expanding the organization's ability to serve public lands and communities.

The successful candidate will be a thoughtful, inclusive, and energetic leader who builds trust, inspires others, and brings people together around a shared vision. They will be comfortable working with federal land managers, nonprofit and community partners, donors, volunteers, and a diverse range of stakeholders.

The Executive Director reports to the Board of Directors through the Board President.

Compensation: Competitive salary and benefits; pay commensurate with experience.

Location: Office location and work arrangement to be determined, but must be in a community within the BTNF area.

Start Date: To be determined.

To Apply

Interested candidates should submit a resume and brief cover letter describing their interest in the position and relevant experience to board@btfriends.org by **October 1, 2026**.

<https://www.btfriends.org/>