SUMMARY POSITION DESCRIPTION

DIRECTOR - LAND AND WILDLIFE MANAGEMENT

THE ARTHUR M. BLANK FAMILY FOUNDATION

The Challenge and the Opportunity

The Arthur M. Blank Family Foundation is the philanthropic arm of one of the nation’s pace-setting families. Mr. Blank co-founded The Home Depot, the world’s largest home improvement retailer, in 1978, and retired from the company as co-chairman in 2001. Through the Foundation and his family’s personal giving, Mr. Blank has granted more than $300 million to various charitable organizations. The Foundation invests in early childhood development, education, green space and the arts, and leads giving programs for each of the Blank Family of Businesses, including Mountain Sky Guest Ranch.

The Mountain Sky Guest Ranch Fund, an affiliate of the Blank Family Foundation, was established in 2002, shortly after Arthur Blank acquired the ranch. The mission of this fund is to enhance the quality of life for residents of Park and Gallatin Counties in Montana. The fund has granted more than $3 million to date in support of its mission.

This appointee will lead an extension of the Foundation and Mountain Sky Guest Ranch Fund’s scope to include a geographically focused but substantively comprehensive effort to conserve some of the nation’s most majestic natural resources and wildlife while also providing for continued, sensitive access to the land for ranching, commercial hospitality and recreational use. Its primary focus will be in Montana, but it will also give close attention to conservation improvement and advocacy opportunities in the surrounding region.

The Director – Land and Wildlife Management will have the singular advantage of access to and advisory impact on more than 10,000 acres of family-owned/leased Mountain Sky Guest Ranch (MSGR) land. Specifically, this appointee will create and implement programs for developing, monitoring and demonstrating the effectiveness of best ranching, timber, water management and wildlife migration practices. The Director will lead the Foundation’s effort to preserve and enhance land and wildlife in a corridor critical to the future of nearby Yellowstone National Park and the northern Rocky Mountains more generally. To this end, he/she will partner with the managers of MSGR as they assure that it becomes a best-in-class leader in land and wildlife conservation operations, preserving and enhancing its natural resources for future generations. The Director will also oversee the Mountain Sky Guest Ranch Fund, with the Fund manager reporting to him/her, to ensure coordination and collaboration of the Foundation’s collective Montana philanthropic activities.

The Land and Wildlife Management program and its Director will be based at MSGR, which is located in Paradise Valley, a short distance north of the northern boundary of Yellowstone Park
near Emigrant, Montana. He/she will maintain strong communication links with Foundation headquarters, which are in Atlanta, and will report to the Foundation President, who is based there.

**Responsibilities of the Appointee**

The Director will be the point person for the Foundation’s role in conservation-related activities. With the policy guidance of the Foundation Board and the direction of the President, the Director will have broad authority and accountability for proposal, analysis and implementation of all these activities, and for integrating them with MSGR operations, including the planned non-profit American Explorers camp, which will provide potentially life-transforming experiences to young men and women from Montana and Atlanta who would not otherwise benefit from such an opportunity.

Specifically, working closely with MSGR managers, neighboring landholders, community members, agricultural and environmental experts, and State and local authorities, he/she will:

- Develop and recommend for approval long- and short-term strategies for achieving the land and wildlife conservation goals established by the Foundation and its trustees, in partnership with ranch leadership.

- Oversee and be ultimately accountable for effective Foundation implementation of the strategies selected and, insofar as uncontrollable external forces permit, for achievement of the goals and objectives established.

- Listen to the concerns of community representatives, neighbors, public officials and other stakeholders, both current and future, and help to enlist and sustain them as critical participants in a shared conservation effort.

- Represent the Foundation with respect to all relevant stakeholders, constituencies and authorities in the primary target area and wherever else grantmaking or advocacy may occur.

- Lead, as well as support, the work of others to attract other participants and advocates of the work throughout Paradise Valley, either in the form of matching financial contributions or partnerships which leverage the Foundation’s resources.

- Assure regular, rigorous monitoring and evaluation of programs and projects supported or advocated by the Foundation and prompt mid-course corrections wherever they are shown to be needed.

- Assure a transparent process and open internal and external communications regarding uses of Foundation funds.

While concentrating on its direct local and regional mission, the program also provides the Director with an opportunity to establish the Foundation as a national leader by example, earning its
status as a respected innovator in development and operation of large-scale conservation efforts in a western setting.

**Qualifications**

The new Director should have as many as possible of the following characteristics and capacities:

- The ability to internalize the abiding values of the Blank family and to express and represent these values in carrying forward the Foundation’s new conservation initiative.

- Deep-seated belief in the importance and feasibility of installing and, where necessary, developing state-of-the-art ranch and resource management policies and practices which advance land, water and wildlife conservation goals while also permitting reasonable ranching, commercial hospitality and recreational uses.

- In-depth familiarity with the principal technical disciplines and public policy issues in the conservation/environment protection arena in the western States, along with similarly extensive knowledge of the existing store of options for dealing with them, the most promising techniques for developing new approaches, and the best means of documenting the effectiveness of all such measures. Recognized expert status in at least one relevant technical discipline is required, and expertise in more than one is preferred.

- Understanding of and respect for western ranch culture, preferably born of direct, on-the-ground experience in such a setting. Experience in the western region is a requirement of the position; direct experience in Montana is a plus, but not a necessity.

- The vision, strategic thinking capability and creativity to develop imaginative but highly practical programs of grants to non-profit entities poised to make significant contributions to conservation improvement, and to select, monitor and evaluate the effectiveness of grantees across the full spectrum of ranching, resource management, and environmentally sensitive recreational practices.

- An engaging personality characterized by openness to and respect for divergent opinions on major conservation issues, together with patience, well-honed interpersonal and communication skills, and exceptional ability to facilitate reasoned discussion among people and groups with opposing views.

- Demonstrated capacity for effective work in the field -- not just in an office, a university or a think tank -- addressing problems and opportunities with a strong goal and impact orientation, high energy, careful attention to detail, and the persistence to be certain that good intentions and design are translated into action and reality on the ground.

- Demonstrated problem solving capacity, receptivity to promising new approaches, skill
at programmatic entrepreneurship, and recognition of the impact enhancement which can often be achieved by leaving it to others to take most of the credit for successes.

- A keen intellect, together with the self knowledge, personal security and ego control necessary to deal effectively with strong organizations and personalities, and to identify his/her personal success with the success of the Foundation initiative.

- High tolerance for fundamental differences in perspective and priorities which can never be fully bridged, but may still leave room for a joint or coalition effort in one or more significant area joining participants who agree to take part despite these ongoing differences.

- A solid track record of effectiveness in positions where formal directive authority is less important to success than technical credibility in the eyes of ranch operators or landowners, which generates confidence that he/she can help lead the way to workable conservation practice improvements which can serve ranching, land use and conservation objectives.

- Rock solid personal integrity, as demonstrated throughout his/her career.

- Willingness to relocate to Montana.

**Eligibility for Appointment**

The Foundation engages employees without regard to race, color, religion, age, gender, marital status, or sexual orientation. All who believe they meet the stated qualifications are invited to apply.

**Compensation Package**

The appointee will receive a significant base annual salary and benefits that are commensurate with the role.

**Timing of Appointment**

Initial consideration of candidates will begin in mid-March 2014. The appointee will be selected as soon thereafter as possible, and will take up his/her duties at the earliest feasible date.

To apply or for further information, please contact:

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