

South Dakota Agricultural Land Trust

Executive Director

Position Description

About the South Dakota Agricultural Land Trust

Responding to the interests of their members and the unmet needs of South Dakota farmers and ranchers, four well-established organizations – the South Dakota Grassland Coalition, South Dakota Cattlemen’s Association, South Dakota Association of Conservation Districts, and the South Dakota Farm Bureau – cooperatively founded the South Dakota Agricultural Land Trust (SDALT). The purpose of this new statewide land trust is to provide South Dakota landowners a non-profit partner to assist with land conservation needs, estate planning, and succession planning. The land trust is being launched following two years of feasibility research and business planning and draws from the experience of highly successful agricultural land trusts established in other states, such as the Colorado Cattlemen’s Agricultural Land Trust and the California Rangeland Trust. Now, SDALT is seeking its first Executive Director to lead the organization at this critical juncture.

Essential Functions.

The Executive Director of the South Dakota Agricultural Land Trust will oversee the growth and development of the organization and provide leadership to support the achievement of the land trust’s mission. In collaboration with the Board of Directors, she/he will be able to articulate and convey a vision for the future of the land trust and translate strategic goals into achievable objectives. Working with the Board and consultants, she/he will develop the policies and procedures necessary for the establishment of the land trust. The Executive Director will supervise the day-to-day activities of the organization and will manage the office and budget, as well as its community outreach and land conservation activities. As the lead fundraiser for the organization, the Executive Director will identify, cultivate, and steward new sources of philanthropic support, including major donor gifts, foundation support, planned giving, and corporate donations. The Executive Director must display the highest standards of professionalism, cooperation and integrity and maintain positive relationships with landowners, funders, community members, and conservation partners across South Dakota. The position is full time and will require occasional evening and weekend hours and travel.

Preferred Personal Qualities

- Knowledgeable about agriculture in South Dakota, familiar with working in rural communities, passionate about the importance of farming and ranching to the state’s culture, environment, and economy.
- Curious, eager to learn.
- Able to work independently with initiative, motivation, flexibility, and confidentiality.
- Respectful listener.
- High integrity in relationships and ethical decision-making.
- Courteous, dependable, reliable.
- Self-motivated, energetic, creative.
- Non-judgmental relationship builder.
- Willingness and ability to travel across the state and work weekends and evenings when necessary.

Preferred Professional Qualities

- BA/BS degree and a minimum of three years of progressively responsible experience in land trust work, agriculture, natural resource management, non-profit management, or in a related field.
- Leadership experience, able to set a clear vision and to create and thrive in a team environment.
- Demonstrated successful record of fundraising and managing a budget.
- Articulate and enthusiastic communicator, both in writing and verbally.
- Proven organizational and time management skills.
- Demonstrated ability to think strategically, develop and manage complex projects from start to finish and ability to adapt to changing circumstances.
- Knowledge and experience with the policies and tools of voluntary private land conservation and conservation finance.
- Familiarity with South Dakota's philanthropic, land conservation, and agriculture communities, political environment, and the legislative process.
- Finely tuned negotiation and collaboration skills.
- Working knowledge of common software applications (e.g. Word, Excel, PowerPoint, Web browsers) and willingness to learn new software programs.

Compensation

SDALT offers a competitive salary and benefits package commensurate with experience and qualifications. Please state salary requirements in your application materials.

To Apply

Please email your resume, cover letter and salary requirements to: sdaglandtrust@outlook.com
Subject: SDALT Executive Director Search

Please submit applications by close of business on June 1, 2019.