



Job Description: Director, **Backcountry Hunters & Anglers**

Status: Full time, contract

Compensation range \$45-55,000; Depending on experience.

Background: Founded around an Oregon campfire in 2004, Backcountry Hunters & Anglers is a national group of hunters and anglers, dedicated to protecting wild, natural habitat and clean, free-flowing rivers. We believe our strength is in the local passion and knowledge of our grassroots membership. Backcountry Hunters & Anglers is excited to move from an all-volunteer organization to one with a strong volunteer base, guided by a full-time professional director.

Job Description:

*Working closely with the board of directors and state chapter leaders, the director will be responsible for all aspects of organizational management and help guide strategic direction. The director will be in charge of transitioning Backcountry Hunters & Anglers from an all-volunteer group to a more stable, more effective, and professionally managed and lead organization, while maintaining the group's unique niche and culture. The director, along with the board, will help set a strategic vision with concrete goals and leverage our membership and collective passion to achieve it.*

Specific responsibilities:

- Confers regularly with the board of directors. Organizes and oversees regular phone and annual in-person meetings of the board. Attend in-person meetings and conference calls and key committee meetings in no-voting capacity. Works closely as a team with the chair and board. Helps planning the board agendas, long-term planning and strategic direction.
- Development. Spearheads fund raising efforts from membership, foundations, donors and supporters to keep BHA financially solvent and growing. Includes writing grant requests, funding reports, helping organize fundraisers and developing relationships with major donors.
- Management. Develop the systems of operations to help BHA succeed. This includes budgeting, board development, chapter development, human resources, and membership recruitment.
- Budgeting and finances. Working with the board, chairman and treasurer, secure a steady and reliable cash flow and provide wise stewardship of economic assets.
- Organize volunteers and oversee contractors to help achieve specific policy objectives, educate members and public audiences about public land conservation, particularly protecting Wilderness, roadless areas and other core habitat, while backing campaigns spearheaded by state chapters.
- Provide support, guidance to the BHA state chapters, help build new chapters and serve as conduit between board and chapters.

- Provide flow of communication to keep the membership enthused and informed about BHA activities and build awareness of BHA with key audiences. This is to include a variety of traditional print, broadcast and on-line media. Contribute to newsletters, email alerts, and on-line outreach. Informs board of any problems or issues arising from daily operations.
- Coordinates with all committees and serves as a consultant for all committees.

#### Qualifications/requirements

- Avid hunter/angler/conservationist
- Communication skills, both written and verbal
- Organizational skills, both personal and group
- Demonstrated fundraising ability
- Budgeting skills, including banking, insurance and taxation issues
- Ability to work in self-directed atmosphere
- Understanding of policies involving public land, wildlife and water
- Experience managing a nonprofit
- Excellent computer skills
- Undergraduate degree required; additional degrees a plus
- Experience managing paid staff and volunteers
- Deep understanding/involvement in America's backcountry hunting and fishing culture
- Passion for conserving public land, water and wildlife
- Program and organizational management
- Must be able to work from a home office

#### Geography

Much of the focus is on National Forest, BLM and other public lands throughout the West. Travel (including driving) is expected. Location is flexible. Willingness to travel and work some non-traditional hours and weekends as required.

**Contacts: Chairman Mike Beagle 541-772-7720; [chairman@backcountryhunters.org](mailto:chairman@backcountryhunters.org)**  
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