



POSITION PROFILE

Executive Director

Teton County Search and Rescue Foundation

Jackson, Wyoming



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ABOUT THE TETON COUNTY SEARCH AND RESCUE FOUNDATION

The Teton County Search and Rescue Foundation ('TCSARF' or 'the Foundation') is a 501(c)(3) nonprofit that supports Teton County Search and Rescue (TCSAR) volunteers through direct support, community education, and advocacy. Together, TCSAR and the Foundation create a public/private partnership that works to keep Teton County residents and visitors safe in the backcountry 24 hours a day, 7 days a week, 365 days a year. With the Sheriff's Office funding annual operations, the Foundation raises money for direct volunteer support through private donations.

[Teton County Search and Rescue](#) was started in 1993 by the [Teton County Sheriff's Department](#) to provide vital emergency search and rescue services for Teton County and surrounding areas to those in need. TCSAR is overseen by a six-person Board of Advisors (BOA), comprised of TCSAR volunteers elected by their teammates.

[The Teton County Search and Rescue Foundation](#) launched in 2010 to help support the creation of the TCSAR facility located off Highway 22 in Jackson, Wyoming. Today, the Foundation continues to empower TCSAR volunteers by raising funds dedicated to team trainings, personal gear and equipment, and mental health support, while working with various community groups on education and outreach opportunities through the [Backcountry Zero](#) initiative.

The Foundation also works with local and state politicians on issues that affect SAR funding, opportunities, and advancement. TCSARF is overseen by an independent Board of Directors.



With backcountry recreation in Teton County forming a significant part of the region's economic and cultural backbone, TCSAR and the Foundation believe that funding a voluntary SAR service helps sustain a healthy community for everyone.

Throughout its history, the Foundation has achieved a long list of accomplishments, advancing numerous projects and campaigns while forging partnerships and developing a deep level of respect within the community, elevating an already distinguished TCSAR team. In May of 2023, the Foundation successfully completed a \$7.25 million capital campaign "**Mission Critical**," securing a year-round SAR-dedicated helicopter for TCSAR – a major milestone that ensures TCSAR is able to build on its legacy of providing the best emergency rescue service possible, year-round.

With a goal of maximizing synergies between TCSAR and the Foundation, a strategic planning process is underway. The shared vision is an enhanced, seamless, and united partnership, with the goal of maximizing impact.

As TCSAR volunteers are being called on at record pace, the work of TCSAR and the Foundation has never been more important.

LEARN MORE:

- **Rescue Reports:** Read all historical TCSAR Rescue Reports, including the [2022 End-of Year Review + Rescue Report](#).
- **Podcast:** The [Fine Line](#) is a monthly podcast series from TCSARF that seeks to raise awareness about backcountry safety and issues affecting first responders through real stories of adventure, risk, and rescue in the back country of Jackson Hole, Wyoming.

THE OPPORTUNITY

In 2023, TCSARF will welcome its next leader as part of a planned succession to Executive Director Stephanie Thomas, who has led the Foundation since its inception.

This is an opportunity to build on a period of tremendous growth and accomplishment and lead a nationally-recognized and locally-beloved organization that is an integral part of the community into its next chapter of stability.

A key aspect of this role will be embracing and executing on the newly evolved vision for the working relationship between TCSAR and the Foundation.

The role is based in Jackson, Wyoming.



Key responsibilities include but are not limited to:

- Lead overall strategic, operational, financial, and managerial responsibility for TCSARF including oversight of an annual operating budget of \$1.1 million and a talented team of five.
- Build bridges and develop strong partnerships with an engaged and effective Foundation Board, SAR volunteers and Board of Advisors, Sheriff, and other key constituents including funders, partners, and community members.
- Develop and nurture a best-in-class model for a public/private partnership.
- Instill and enhance a strong culture of trust, high performance, and continuous learning within the organization.
- Maintain and build on the robust existing portfolio of funders.
- Cultivate new sources of revenue by creatively and strategically expanding and deepening the donor base.
- Professionalize the organization through the implementation and optimization of structures, systems, and processes.
- Create clear and measurable goals for the organization's success; use metrics to drive progress and accountability to those goals and metrics.
- Advocate on behalf of TCSAR and build on the momentum resulting from the Mission Critical capital campaign, ensuring sustained visibility and enthusiasm for the mission within the community.
- Identify, attract, recruit, develop, and retain leading talent.
- Ensure that resources are effectively deployed to meet the mission.
- Facilitate governance best practices through effective communication and collaboration with the Board.



CANDIDATE PROFILE

While it is understood that no candidate will offer every desired skill, quality, and characteristic, the following offers a detailed, aspirational view of the ideal candidate profile:

A TEAM-ORIENTED, ORGANIZED, EMPATHETIC, & EFFECTIVE LEADER

This leader will:

- Be confident yet humble; have a low ego and a high degree of authenticity.
- Be a strong and empowering people leader with the ability to develop and nurture an environment that is supportive and rewarding for all team members, and an ability to bring the best out of others.
- Be skilled at navigating and balancing a high volume of competing priorities and projects and have the wherewithal to strategically deploy limited resources in support of maximizing impact.
- Be forward thinking with a creative approach to problem solving, have a natural inclination to ‘get to yes’, and a demonstrated ability to develop actionable plans to ensure forward movement.
- Bring a positive outlook, unflappable style, and a sense of humor.
- Ideally be experienced working with Boards and committees and within complex structures.

A COMPELLING AMBASSADOR & FUNDRAISER

This leader will:

- Enjoy and excel at the external aspects of the role, serving as the ‘face’ of and primary ambassador for the organization.
- Have the ability to enthusiastically convey the importance of TCSAR’s work to existing and potential new funding sources including foundations and major donors.
- Bring an organized, sophisticated, and structured approach to fundraising.
- Be an energetic and enthusiastic leader, inspiring trust and confidence and continually amplifying TCSAR’s brand and reputation in the community.



AN EXCEPTIONAL RELATIONSHIP BUILDER & COLLABORATOR

This leader will:

- Be a natural relationship builder with an ability to build meaningful rapport and connections with a broad range of stakeholders including SAR volunteers, the Board of Advisors, the Sherriff, the Foundation Board and staff, and a broad range of external donors, partners, and members of the community.
- Be a strong collaborator with a supportive, open-minded, and respectful style; an ability to navigate a diverse range of personalities and a genuine interest in building trust-based relationships.
- Have a proactive, transparent, and clear communication style.

A COMMITMENT TO THE COMMUNITY & MISSION

This leader will:

- Have a deep appreciation for the Jackson Hole/Teton County community and culture, ambitious to accomplish great outcomes while sharing the credit broadly with all involved.
- Have a fundamental belief in the importance of the work and an unwavering desire and commitment to meet community needs and serve those in need.
- Bring a high degree of appreciation and gratitude for the work of both the SAR volunteers and the Foundation team, and an understanding of the critical importance of the symbiotic nature of the relationship.
- Understand and empathize with the inherent challenges, stresses, and risks involved in search and rescue.
- Ideally bring an understanding of backcountry activities and identify as an outdoor recreation enthusiast; someone who celebrates adventure.



COMPENSATION & BENEFITS

Compensation is competitive and commensurate with experience. The salary range for this role is expected to be \$115,000 – \$140,000, with a robust benefits package.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Cheryl Stevens and Claire Hunt of Koya Partners are leading the search. To express interest in this role please submit your materials by [filling out our Talent Profile](#) or, email our team directly at tcsarfoundation_ed@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).