



**mountain  
home**

**POSITION PROFILE**

# **Executive Director**



# ABOUT MOUNTAIN HOME MONTANA

## Strengthening community, two generations at a time

Mountain Home is a fast-growing Missoula nonprofit whose mission is to provide a safe home and nurturing community where young mothers discover their strengths, and children thrive. Since 2000, we have built an effective, holistic model of care that integrates supportive housing, mental health care, employment and education support, trauma-informed childcare, and more. We work closely with young families, donors, and community partners to build brighter futures, two generations at a time. Mountain Home has flourished for 24 years and enjoys a strong regional reputation and financial foundation. Mountain Home has an active Board of Directors and is looking to grow from a staff of 40 to 70 with our upcoming expansion.

### [Take a few minutes to read why we are an employer of choice!](#)

As our organization continues to grow, we look forward to opening our newly acquired Hillside Campus, team growth, and exciting fundraising opportunities. The addition of the Hillside Campus could include an addition of 12 - 20 new staff members, additional residential and childcare services and the management of a \$2,500,000 annual budget that will grow to a budget ranging between \$3,500,000 to \$4,000,000 annually as our expansion is fully realized. We look forward to welcoming an Executive Director to move Mountain Home Montana through these exciting innovations and more!

For more information visit [www.mountainhomemt.org](http://www.mountainhomemt.org)



# THE OPPORTUNITY

**The Mountain Home Montana Board of Directors is seeking an executive director to lead and elevate Mountain Home Montana to the next phase in our organization. This is an extraordinary opportunity for a compassionate, mission-driven, and experienced leader to fill this full-time position. The executive director will directly support their leadership team and provide indirect support to all of Mountain Home Montana staff. They will also work collaboratively with Mountain Home's committed Board of Directors.**

The Executive Director will oversee and manage the day-to-day operations of Mountain Home through strategic oversight, lifting up and empowering our dynamic staff, and ensuring the effective coordination and growth of our programs and services:

- Residential Programs
- Mental Health Center
- Community Center
- Trauma-Informed Childcare Program
- Employment & Education Program
- Rattle and Roll

We look forward to expanding these services to our Hillside Campus in 2025. With assistance from the staff and input from the board members, the Executive Director will work to ensure proper management and growth with financial oversight and a focus on operational efficiencies and spearheading fundraising initiatives.

The Executive Director will provide operational, program, staff, and financial leadership for Mountain Home to ensure that all aspects are running at maximum effectiveness for the greatest impact to our community. The Executive Director will lead and promote an organizational culture that values justice, equity, diversity, and inclusion (JEDI). Additionally, they will align all resources - human, financial, and other assets appropriately to optimize the mission.



# Mission, Land Acknowledgement & Commitment to Justice, Equity, Diversity & Inclusion

**Our mission is to provide a safe home and nurturing community where young mothers discover their strengths, and children thrive.**



Mountain Home recognizes that we do our work on unceded Indigenous territories of the Salish and Kalispel tribes. Within our work, we aim to acknowledge the painful impacts of attempts to erase Native people and cultures. We recognize we are temporary stewards of this land and must be mindful and intentional in caring for and honoring this place for all generations to come.

Mountain Home is devoted to continuously creating a truly nurturing, inclusive, and supportive space to suit the unique needs of all those who seek our services, and who find themselves employed or volunteering their time within our organization. We are dedicated to equity and justice, and aiding in dismantling systems of oppression that contribute to poverty and discrimination. We are committed to collaborating with other organizations in our area to promote equitable opportunities and inclusion and ensure our organization is one where all feel safe and welcome. We believe that all people have value and diverse contributions, not in spite of their circumstances but because of their experiences, and that learning from different perspectives creates healthier families, cultures, and outcomes.

# CANDIDATE PROFILE

The Mountain Home Board of Directors is interested in hearing from candidates who offer a wide range of skills, professional and lived experiences, and perspectives.

We are interested in connecting with candidates that have experience leading teams, extraordinary and proven fundraising abilities, and leaders that understand the importance of modeling a sustainable, compassionate, and efficient approach to work/life balance.

We recognize a single candidate may not offer every desired qualification. The details provided below are representative of the general competencies, knowledge, and experience Mountain Home is seeking for this crucial member for our team. Please see the full job description for additional details.

## Fundraising & Operational Excellence:

- Has a high-level fundraising expertise and experience with successful direct donation asks of up to \$75,000.
- Experience developing diversified resources of funding to ensure financial health of and meet fundraising goals for budgets over \$1,000,000.
- Knowledgeable of fundraising principles, and experience with donor cultivation and stewardship to lead a development team.
- Strong business acumen, including financial and budget management, assessment and refinement of staff roles and responsibilities, implementation of systems and practices designed to maximize Mountain Home service impact.
- Offers persuasive, effective, and solution-oriented communication strategies that respect different perspectives and supports organizational needs.



## **Board Governance & Team Leadership:**

- Experience working with and managing a Board of Directors. Demonstrated experience building strong community partnerships, managing collaborations, and in community engagement.
- The ability to manage a large team spread across numerous inter-organizational programs and model a sustainable work/life balance while providing oversight to the organization.
- Project management expertise that includes experience negotiating with outside partners and vendors.
- Experience training leadership and offering career development to ensure staff capabilities and growth opportunities.
- Values a team approach with the ability to lead in a collaborative work environment with curiosity and creativity. Able to create, hold, and respect boundaries when needed.

## **Strategic Vision & Collaborative Growth:**

- Willingness to support and be the face of Mountain Home's mission, vision, and organizational culture.
- Proven visionary and growth mindset with the ability to develop and articulate goals in a way that is motivating and inspiring to the team.
- Experience leading, designing, and implementing a strategic plan.
- Commitment and understanding of Justice, Equity, Diversity, and Inclusion and who to integrate those values into external and internal operations.
- Confident in building trust through vulnerability and transparency.
- Possess a working understanding of and commitment to the principles of trauma-informed care.
- Experience developing and implementing programs that are strategic, well-staffed, well-resourced, financially sound, impactful, scalable, replicable, and responsive to community needs.



## Compensation and Location and Hiring Process

The compensation for this role will offer a base compensation range of \$105,000 - \$120,000. Salary will be commensurate with skills and experience. Mountain Home is located in Missoula, Montana, and this position requires an on-site Executive Director who is regularly available for staff and community stakeholders.

Benefits include health, dental, vision, life, and short term disability insurance. Additional perks include Employee Assistance Program (EAP), Simple IRA match of 3%, 25+ days of paid time off annually, paid sabbatical every 5 years, and much more!

We are committed to respecting candidates' time and efforts during the hiring process. At this time, we anticipate that the process will include 2-3 interviews, as well as a meet and greet with MHM board and staff.

[Click here to apply!](#)