



## ATTORNEY

**TITLE:** Attorney  
**TYPE:** Full-time, exempt  
**LOCATION:** Helena, Montana  
**REPORTS TO:** Managing Directors  
**SALARY:** \$65,000-85,000/year DOE  
**BENEFITS:** Company health insurance plan, retirement, 401(k), parental leave, paid vacation and sick leave, and holiday observances  
**ANTICIPATED START:** January 2022  
**APPLY BY:** October 29, 2021

---

### Position Summary

The Montana Land Reliance (MLR) seeks a full-time, in-house attorney to support the organization's stewardship and conservation easement project activities. Key areas of responsibility include coordinating with MLR's Stewardship Director on conservation easement interpretation, compliance, amendment, correction, defense, and enforcement matters, and coordinating with MLR's staff on new conservation easement drafting and project due diligence. The successful candidate will be a proficient attorney who thrives in a fast-paced, goal-oriented environment.

### About MLR

MLR is an accredited, nonprofit land trust that partners with private landowners to permanently protect Montana's agricultural lands, fish and wildlife habitat, and open space. Since 1978, MLR has helped more than 1,000 families conserve nearly 1.2 million acres of working lands, wildlife habitat, and open space across the state. MLR runs like a business and is one of the most focused and efficient land trusts in the country. The lasting benefits of MLR's work are the perpetuation of a lifestyle and an economy that rely on responsibly managed private land and increasingly valuable Montana open spaces that will continue to nourish the spirit of future generations. MLR intends to double its conserved acreage by 2040 through a planned approach that recognizes MLR's values, respects MLR's history, and builds on the solid foundation laid by MLR's founders to keep the organization and its unique brand of conservation at the forefront of private land conservation in Montana and nationwide. To learn more, visit [www.mtlandreliance.org](http://www.mtlandreliance.org).

### Primary Responsibilities

#### Legal Support – Stewardship (≈70% workload)

- In cooperation with Stewardship Director, assist with easement interpretation requests and prepare compliance documents.
- Act as point of contact for MLR when attorney represents outside parties.
- Prepare easement amendments, corrections, and other documents for recording in the public record.
- In cooperation with Stewardship Director, evaluate easement enforcement issues and resolve potential and actual violations.

- In cooperation with Stewardship Director, coordinate involvement of outside counsel in easement-related interpretation and enforcement issues.
- Supervise litigation in which MLR is a party and coordinate with outside counsel, where applicable, to manage active litigation.

#### Legal Support – Easement Development (≈25% workload)

- Assist Managing Directors with drafting of donated and purchased easement documents, review of project related documents, title reviews, and other project related issues.
- In cooperation with Managing Directors and Stewardship Director, propose revisions to MLR’s easement review process and template easement documents.
- Serve as resource for explaining tax-related aspects of conservation easement donations and deductibility.

#### Legal Support – General Administration (≈5% workload)

- Advise Managing Directors of legal issues facing MLR.
- Perform and supervise special projects as assigned by the Board of Directors or by agreement of Managing Directors.
- Advise Management Team regarding policy and procedure decisions as appropriate.

#### Qualifications

- Active license to practice law in the State of Montana.
- Member in good standing with the State Bar of Montana.
- Sufficient experience in conservation easement, real estate, tax, contract, and/or other relevant legal field.
- Passion for and commitment to MLR’s mission.
- Exceptional time-management skills and ability to provide deliverables on- or ahead of schedule.
- Demonstrated ability to think strategically, develop and manage multiple complex projects from initial application to successful completion, and adopt new approaches in response to changing circumstances.
- Demonstrated credibility working with confidential information and/or managing sensitive issues.
- Hard working with superb attention to detail and nuance.
- Strong aptitude for due diligence and compliance matters.
- Demonstrated ability to exercise sound judgment and have clearly displayed initiative and innovation.
- Experience and proven ability to encourage and nurture collaboration among diverse partners, with an ability to create and thrive in a team environment and work in partnership with a variety of people and organizations.
- Excellent written and oral communication skills, with proven ability to convey information clearly.
- Exceptional interpersonal skills with the ability, style, and personality to foster collaborative problem solving and resolve or diffuse conflict.
- Ability to work independently.
- Valid driver’s license.

#### How to Apply

Email a cover letter and resume in PDF format to Will Trimbath at [will@mtlandreliance.org](mailto:will@mtlandreliance.org) with the subject heading “MLR Attorney Application: [Your Last Name].”

The application deadline is October 29, 2021. **MLR is an equal opportunity employer.**