

# Director and Professor



**FLATHEAD LAKE  
BIO STATION**

UNIVERSITY OF MONTANA

# The Opportunity

The University of Montana seeks a dynamic leader for the Director and Professor/Associate Professor role at the Flathead Lake Biological Station (FLBS), a renowned aquatic research center. The Director will **live on-site at FLBS**, working closely with the Vice President for Research at UM to enhance the Station's impact both within the university and the Flathead community.



This full-time, 12-month position involves significant administrative duties, supported by an experienced associate director, while maintaining active research and teaching. This role is ideal for a scholar dedicated to advancing aquatic sciences and mentoring future researchers and educators.

## Position Details

- Residence on-station at the Flathead Lake Biological Station
- Full-time (1.0 FTE)
- 12-month academic administrator position
- Rank of Associate or Full Professor with tenure in an appropriate UM academic unit
- As eligible and as appropriate, the successful applicant may be provided access to proceeds from the \$1M Jessie Bierman endowment for discretionary use to advance research and educational activities at FLBS

# Search Process

## Application Deadline

**February 8, 2026**

For full consideration, application materials must be received by date above; however, applications will continue to be accepted until an adequate applicant pool has been established.

## Application Instructions

UM uses Interfolio Faculty Search.

Apply directly at

<https://apply.interfolio.com/178916>.

For help submitting applications using Interfolio, please visit [Interfolio Support](#).

For information regarding the search process or your application, please contact UM's Human Resource Services at [AskHR@mso.umt.edu](mailto:AskHR@mso.umt.edu) or [AskHR Help](#).

## Application Materials

- Cover Letter - describing interest in the position and providing contact information for five references familiar with the applicant's work and leadership experience (applicants will be notified before references are contacted)
- Detailed resume listing education and describing work experience
- statement of research accomplishments and future directions
- statement of leadership philosophy and vision for FLBS

## Nominations

Nominations welcomed. Please submit at our [nominations page](#).

## Equal Employment Opportunity Statement

University of Montana (UM) is an equal opportunity employer. UM does not discriminate against any applicant on the basis of protected class status as described in UM's non-discrimination policy and any applicable law.

Reasonable accommodations are provided in the hiring process for persons with disabilities. For example, this material is available in alternative format upon request.

Qualified candidates may request veterans' or disabilities preference in accordance with state law.

Criminal Background Investigation is required prior to the offer of employment. In accordance with university regulations, finalists for this position will be subject to criminal background investigations.

References: References not listed on the application materials may be contacted; notice may be provided to the applicant. Testing:

Individual hiring departments at UM may elect to administer pre-employment tests, which are relevant to essential job functions.

Employment Eligibility: All New Employees must be eligible and show employment eligibility verification by the first date of employment at UM, as legally required (e.g., Form I-9).

# Key Priorities

## Strategic Leadership

Provide visionary leadership by developing and executing a strategic plan that advances FLBS's mission, visibility, and impact in aquatic research and education at regional, national, and international levels.



## Research Development, Coordination & Facilitation

Envision, coordinate, and support interdisciplinary research projects to ensure effective execution and foster collaboration across the University of Montana and external partners.

## Research

Maintain an active, externally funded research program in the candidate's area of expertise, including mentoring postdoctoral scholars and graduate and undergraduate students.

## Fundraising & Development

Lead major grant acquisition efforts and collaborate with FLBS development staff, the UM Foundation, and the FLBS Community Advisory Board to advance fundraising initiatives that support programs, personnel, and infrastructure.

## Faculty and Staff Development

Mentor, evaluate, and support faculty and staff while fostering a collaborative, inclusive, and professionally enriching work environment.

# Key Priorities

## Education and Training Program Oversight

Oversee and strengthen FLBS education and training programs in coordination with UM departments, supporting undergraduate, graduate, and postdoctoral education through research opportunities, summer field courses, and internships.

## Teaching

Contribute to FLBS's educational mission by teaching, for example, a field-based course during the FLBS summer session.



## Infrastructure and Facilities Oversight

Lead the maintenance, improvement, and long-term planning of FLBS facilities, laboratories, and residential infrastructure to support excellence in research and education.

## Financial Stewardship

Oversee budgeting, operations, and resource allocation to ensure fiscal responsibility, transparency, and long-term sustainability of the Station.

## Community & External Engagement

Serve as a primary representative of FLBS to government agencies, tribes, NGOs, community organizations, the public, and international partners, and support outreach initiatives such as the Flathead Lake Aquatic Research and Education K-12 program.

# Minimum Qualifications

- Earned doctorate in ecology, environmental sciences, or a closely related aquatic field
- Record of teaching, research, and service at Associate or Full Professor rank
- Success in mentoring of postdoctoral, graduate, and/or undergraduate researchers
- Strong interpersonal and communication skills
- Demonstrated aptitude for obtaining external funding
- Experience in leading and managing research programs, budgets, facilities, and personnel
- Integrity and commitment to the highest standards of professionalism



# Preferred Qualifications

- Demonstrated capacity for fostering effective collaboration and inclusive excellence within a multidisciplinary community
- Ability to promote FLBS' role as a global leader in aquatic research and education
- Aptitude for and interest in fundraising and development initiatives
- Experience in or capacity for developing and maintaining collaborative relationships with tribal nations to address local, regional, and international natural resource issues
- Experience in undergraduate or graduate-level teaching
- Experience or interest in K-12 education and public outreach to community members
- Dedication to translation of scientific findings to inform stewardship of aquatic resources
- Strong commitment to data management and sharing, including long-term monitoring data
- Committed to elevating institutional goals and values beyond personal gain, ensuring efforts are mission-focused and quality driven

# About FLBS

## Who We Are

- We are an ecological research and education center located on Flathead Lake in the Rocky Mountains near Glacier National Park.
- For over 100 years, we have conducted college courses, graduate programs, and research focused on the Crown of the Continent ecosystem.
- Founded in 1899 by Professor Morton J. Elrod.
- FLBS is the “Sentinel of the Lake”.
- One of the oldest active biological field research stations in the United States

## Mission

To advance scientific understanding of water and the life that depends on it. From the shores of Flathead Lake and within the University of Montana, our dedicated team works locally and globally, creating and sharing knowledge with students, researchers, decision-makers, and our community.

## More Information

Please visit

<https://flbs.umt.edu/newflbs> to learn more about FLBS.

*“Our activities help Flathead Lake remain the jewel of Northwest Montana now and for future generations.”*



# About FLBS

## Directions

### From the South (Missoula or Polson)

- From I-90, take exit 96 North on Hwy.93 for 60 miles to Polson
- At the light just after Safeway, turn right onto MT Hwy 35 for 18 miles
- FLBS will be on the lake side of the road, just past the turn for Yellow Bay State Park

### From the North via US 93 (Kalispell or Somers)

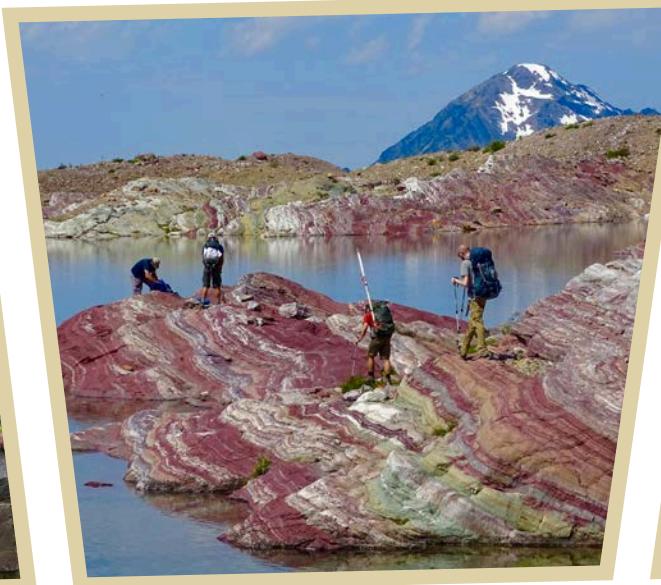
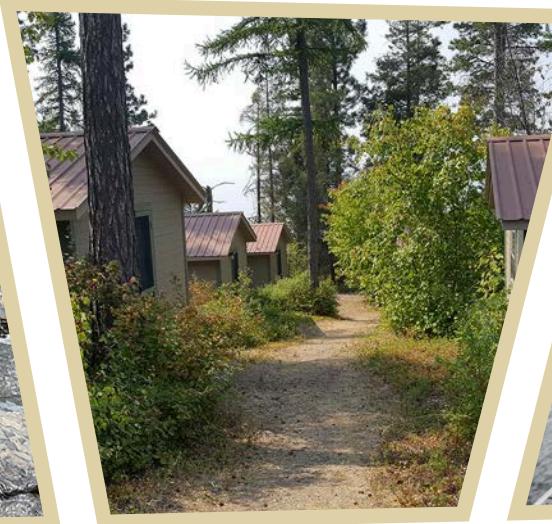
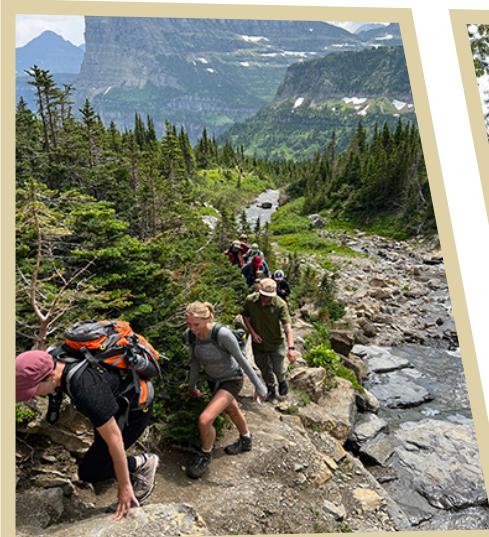
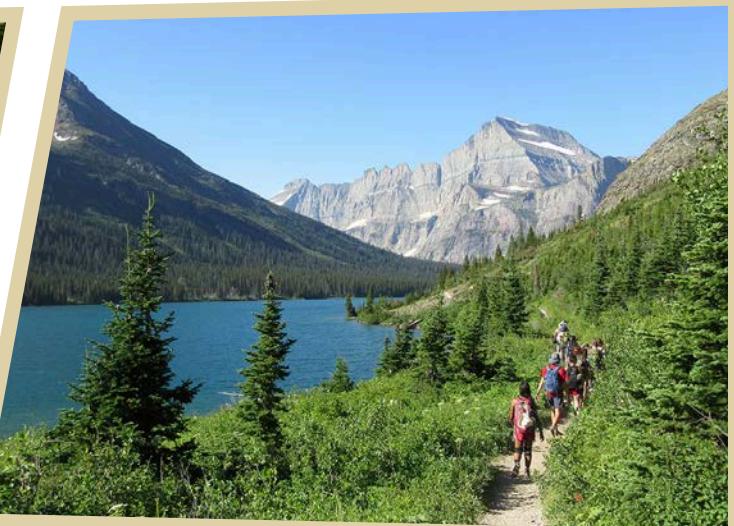
- From Kalispell, head south on Hwy. 93 for 8 miles
- At the light, turn left onto MT Hwy 82 for 7 miles
- At the light, turn right onto MT Hwy 35. Head through Bigfork for 15 miles
- FLBS will be on the lake side of the road, just before the entrance to Yellow Bay State Park.

### From the North via US 2 (Airport or Glacier National Park)

- From the Airport, head south on Hwy 2 for 7 miles. Turn left at the intersection with Hwy 35
- Follow Hwy 35 South 33 miles
- FLBS will be on the lake side of the road, just before the entrance to Yellow Bay State Park



## FLBS in Action



## Surrounding Community: Polson

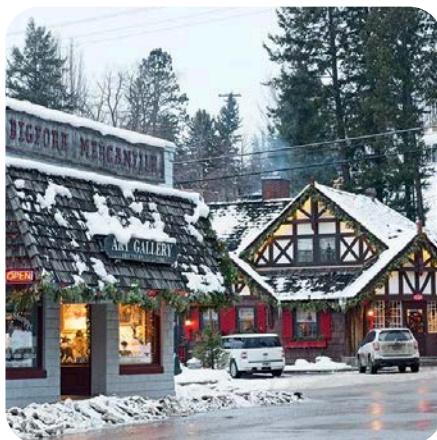
Polson is a city of over 5,000 located on the Flathead Indian Reservation and the southern shore of Flathead Lake. It offers a blend of natural beauty and small-town charm. With its welcoming atmosphere, vibrant arts scene, and rich cultural heritage, Polson is an attractive destination for people seeking a balanced lifestyle amidst picturesque surroundings.



*Thank you to the Polson Chamber of Commerce for providing the photos.*

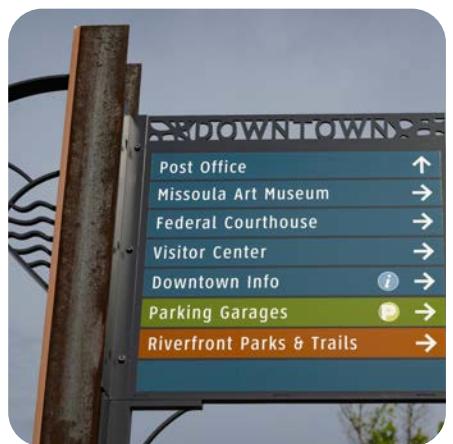
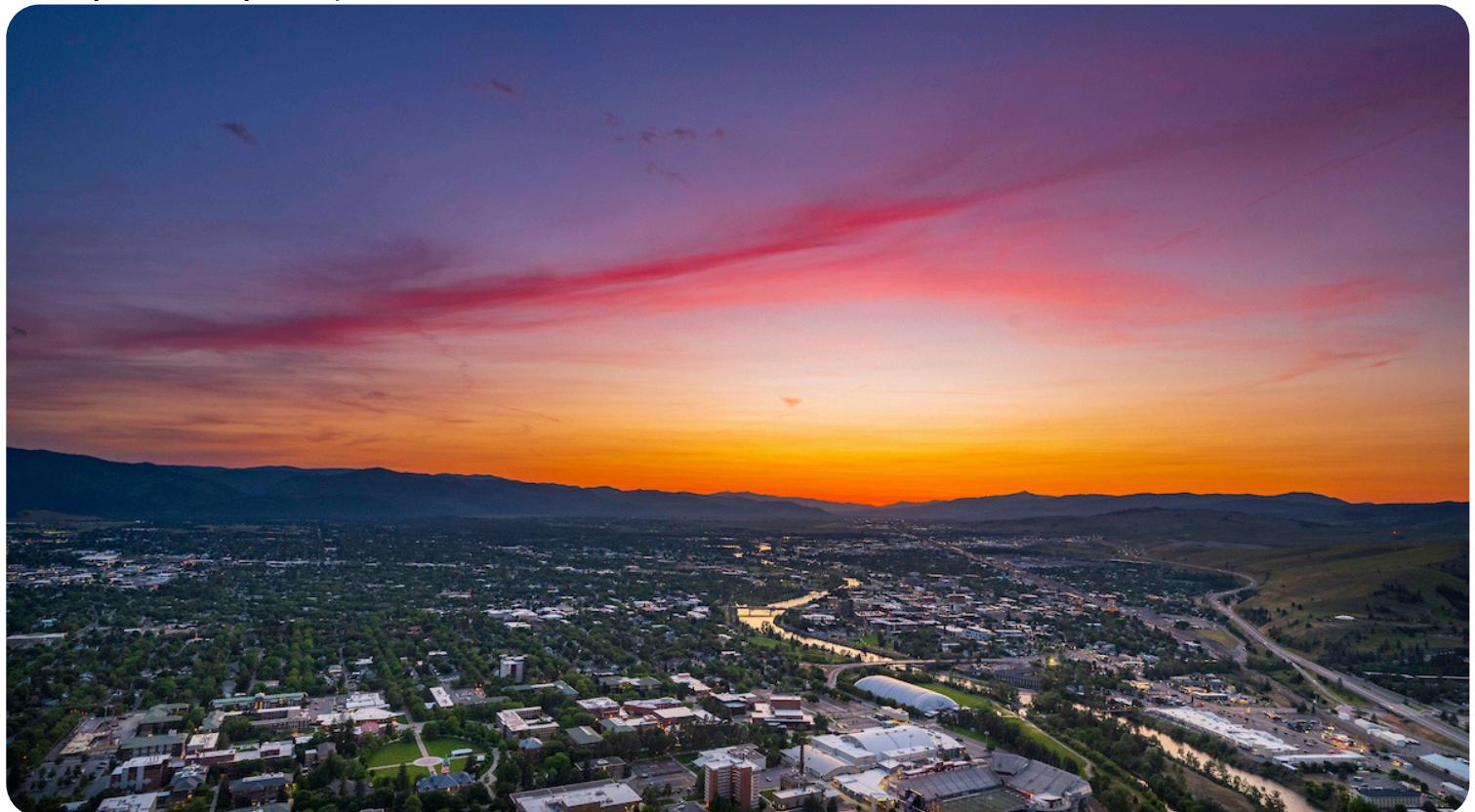
## Surrounding Community: Bigfork

Surrounded by mountains and forest, Bigfork sits on Bigfork Bay of Flathead Lake with clear, cold waters perfect for recreation and growing famous Flathead Cherries. Known for fine art, dining, and theater, it features world-class galleries and the renowned Bigfork Summer Playhouse. Dining options range from gourmet to casual with lake views.



## Surrounding Community: Missoula

Missoula is a vibrant city of about 75,000 known as the "Garden City" for its lush landscapes and parks. It is home to a thriving arts scene, with numerous galleries, theaters, music festivals, and blue-ribbon trout fishing (made famous by A River Runs Through It). Missoula offers small-town charm and urban amenities for an exceptional quality of life.



# About the University

What's made at the University of Montana is remaking the world. Founded in 1893, the University continues to reinvent the world as we know it through the courageous creativity of those who call it home. Today, Montana is proud to have over 11,000 Grizzlies across a variety of studies, including undergraduate and graduate programs and technical certifications, all of whom contribute their passion and practicality toward stewardship and sustainability for the world around us. A top-ranked research university with R1 status, Montana's impact is felt locally and globally, with Grizzlies going on to find success abroad as Rhodes Scholars and at home as Truman, Goldwater, and Udall Scholars. Known for unbridled curiosity and creativity unmatched on either side of the Rockies, the University of Montana strives to be both accessible and accountable — respected worldwide and responsive at home.

At UM, we approach everything with creativity because that's what this evolving world needs. We are stewards of this place, its history and our future. We are driving forward together, affecting change that is right for our place and people. We know of no better place than Montana and its university to make a lasting impact on the common good.

