

## Forest Restoration Project Manager

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

### What We Can Achieve Together:

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As a member of the Forest Strategy team, the Forest Restoration Project Manager works closely with the Umatilla and Wallowa-Whitman National Forests, as well as local, state, federal, and tribal partners, and other diverse interests, to support planning, implementation, and monitoring of fire-adapted forest restoration activities. They develop the relationships and partnerships necessary to collaborate effectively internally and externally, using strong science communication (written and verbal) and translation skills to engage diverse (often non-science) audiences. They independently evaluate, synthesize, and apply best-available science to inform forest restoration priorities, challenges and opportunities, appropriate treatments, and cost/ benefit tradeoffs. The position is also responsible for planning, supporting, and leading meetings, workshops, trainings, field trips, and other forums with local, state, federal, and tribal agencies, NGOs, and other partners to advance forest restoration strategies and projects. They will develop proposals, write grants, and prepare grant reports in collaboration with partners to secure public and private support for this work. The position may provide support to advance basic research and monitoring to address TNC and partner science needs. They will help plan and deliver programs and activities to advance capacity and support for beneficial fire in the region, such as prescribed fire and cultural fire (in partnership with tribes in the region) use training and capacity building, community outreach, and education.

### We're Looking for You:

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The Oregon Business Unit's Forest Strategy is a long-standing conservation program and a high priority for the Oregon 2021-2025 Strategic Plan. The goal of the Forest Strategy is to increase the quality, pace,

and scale of ecologically based forest restoration projects and beneficial fire use across Oregon's seasonally dry, fire-adapted forests. To advance this goal, the Forest Restoration Project Manager provides programmatic leadership, technical support, and science perspective within TNC and for external partners focused in Northeast Oregon, while also contributing toward shared goals on state, regional, and national efforts.

### What You'll Bring:

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- Master's Degree in ecology or natural resource management and 1 year of experience or the equivalent combination of education and experience.
- Experience with current science, policies, and practices guiding fire-adapted forest restoration, specifically in the interior Western U.S.
- Experience analyzing, interpreting, and translating scientific and spatial data.
- Experience managing multiple, complex projects, including managing internal and external teams and overseeing the work of other professionals and partners.
- Experience working collaboratively with diverse stakeholders and partners, sometimes under pressure, to complete project work and goals in a timely manner.
- Strong communications and interpersonal skills to digest, explain, and disseminate scientific information via written, spoken, and graphical means to a wide range of audiences.

### DESIRED QUALIFICATIONS

- Multi-language skills and multi-cultural or cross-cultural experience appreciated.
- Strong knowledge of computer technology and common software applications.
- Working knowledge of GIS and relevant software tools for statistical and spatial analysis and modeling.
- Attention to detail.
- Ability to meet deadlines.
- Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.
- Experience working with community-based forest restoration partnerships, collaborative groups, or other multi-stakeholder, cross-organizational natural resource management efforts.
- Experience working with Indigenous Peoples or Native American Tribes on natural and cultural resource management.
- Experience with ecologically based wildland fire (prescribed fire and/or wildfire) planning and implementation.

### What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid

time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

### Salary Information:

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Estimated starting salary: \$60,750 to \$67,000/annually, dependent on qualifications and experience.

### To Apply:

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To apply for job ID **51958**, submit your resume and required cover letter online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is 8/31/2022 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

### Our Competencies:

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<b>BUILDS RELATIONSHIPS</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>COLLABORATION &amp; TEAMWORK</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>COMMUNICATES AUTHENTICALLY</b>	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>DEVELOPS OTHERS</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
<b>DRIVES FOR RESULTS</b>	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
<b>LEVERAGES DIFFERENCE</b>	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
<b>SYSTEMS LEADERSHIP</b>	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

**The Nature Conservancy is an Equal Opportunity Employer.** Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line