

JOB DESCRIPTION



JOB TITLE	Natural Climate Solutions Forester
JOB FAMILY	Science
JOB NUMBER	400007
SALARY GRADE	8
STATUS	Salaried
DATE	April 2020

A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy (TNC) is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

YOUR POSITION WITH TNC

The NCS Forester will be a member of the Global Natural Climate Solutions (NCS) Science Team, which is embedded within the Tackle Climate Change Business Unit. The position is supervised by the NCS Science Team Lead. The position will work closely with other teams, including the Global Forestry and Wood Products team. The NCS Science team advances TNC's mission by conducting cutting-edge applied science on all NCS that integrate positive biodiversity and people outcomes, with a focus on forests. Our research informs the design and measurement of strategies that are reaching the ground and changing policies and behavior at large scales. The NCS Forester provides technical and scientific support and leadership around various NCS pathways, including Improved Natural Forest Management: which measures the climate benefits of management practices in native forests. The NCS forester will also conduct assessments on the impacts (e.g. climate, environmental, etc.) of increasing mass timber on forests in key wood supply regions in the United States.

This is a full-time, 1- year position with the intention that the funding term will be extended, dependent on funding and other factors.

ESSENTIAL FUNCTIONS

The NCS Forester will offer technical and science strategic leadership for the Tackle Climate Change Global Priority, and drives efforts to establish TNC as a global leader in ecologically well-designed forestry interventions. S/he coordinates engagements, builds networks, and provides guidance and support across projects, TNC field programs and partners. S/he conducts original research, manages cross-cutting collaborations, publishes findings and communicates to diverse audiences in support of TNC organizational goals.

RESPONSIBILITIES & SCOPE

Candidates will ideally have a core scientific base in forestry and forest ecology, and additional experience in and/or exposure to related fields, including carbon measurement, conservation planning, and analysis of field and remotely-sensed data. Additional responsibilities may include:

- Leading applied research on forestry and carbon sequestration, particularly as related to improved natural forest management initiatives.
- Both leading and contributing to project teams in support of major applied science initiatives/projects.
- Placing special emphasis on research and synthesis that advances the evidence base for understanding effectiveness of conservation strategies in improving climate, biodiversity and human well-being outcomes.
- Conducting field work, often in remote forest locations under variable weather conditions, in hazardous terrain, and under physically demanding circumstances.
- Providing advice and training for internal and external colleagues on forestry and conservation science principles.
- Reviewing and synthesizing relevant scientific literature into technical and non-technical papers and memos, donor reports, oral presentation of results to technical and non-technical parties.
- Communicating findings and best practices in high-level international fora and peer reviewed publications.
- Providing critical, evidence-based input into Improved Natural Forest Management as a strategy for the Tackle Climate Change Business Unit.
- Leading efforts to translate findings and best available science into regionally or sector-appropriate guidelines, tools, and/or best practice for the organization and the broader conservation community.
- Enlisting academic scientists in research on challenges of interest to the organization
- Carrying out some project management duties, such as managing consultants, and work planning
- Collaborating with an array of TNC colleagues at the Global, regional and state level
- Supporting fundraising efforts.

MINIMUM QUALIFICATIONS

- Master's Degree in science related field and 4 years of experience or equivalent combination of education and experience.
- Experience manipulating, analyzing and interpreting statistical or environmental data.
- Record of peer reviewed publications in scientific journals.
- Experience fundraising and/or writing grants and research proposals.

- Experience leading or participating on cross functional teams.
- Experience managing complex projects, including the financial aspects and coordinating the work of peers and partners.
- Experience working and communicating with a wide range of people.

DESIRED QUALIFICATIONS

- PhD and 1-3 years of experience considered.
- Multi-language skills and multi-cultural or cross-cultural experience appreciated.
- Education or experience in ecology and/or conservation science.
- Record of peer reviewed publications in scientific journals.
- Strong team player who can build productive relationships and work collaboratively across the organization and with partners.
- Proven negotiation skills.
- Attention to detail.
- Experience developing trainings and/or training staff to follow field protocols and meet program needs.
- Demonstrated expertise in application of science to a range of forest ecosystems (e.g. temperate, tropical, upland, wetland).
- Ability to diagnose complex problems and identify solutions.
- Strong knowledge of common software applications.
- Experience coding in R or equivalent statistical computing language.
- Experience using modeling tools such as the Sub-regional Timber Supply model (SRTS)
- Experience developing and implementing multiple, complex projects in an unstructured environment, setting realistic deadlines and managing timeframes.
- Ability to work independently, creatively and proactively solve problems.
- Willingness to travel significantly, including internationally, and work under physically demanding remote rural conditions.
- Commitment to the goals and philosophy of The Nature Conservancy.

ORGANIZATIONAL COMPETENCIES

Builds Relationships	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
Collaboration & Teamwork	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
Drives for Results	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.
Leverages Difference	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 stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
Systems Leadership	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.

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

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 all genders with 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 or veteran status or other status protected by law.