

POSITION DESCRIPTION



Protecting nature. Preserving life.

POSITION TITLE	Resilience Forester
JOB FAMILY	Conservation
JOB # / TITLE	450004 / Conservation Practitioner IV
SALARY GRADE	5
STATUS	Salaried
LOCATION	Duluth, Minnesota
DATE	January, 2020

A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy 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 Resilience Forester develops, manages and advances conservation programs, plans, and methods for the Minnesota, North Dakota, South Dakota chapter.

ESSENTIAL FUNCTIONS

The Resilience Forester (RF) provides technical leadership and support to the Tri State Chapter's Forest Team and plans and directs forest restoration management projects. The Resilience Forester implements a diverse array of forest management and restoration projects across Northern Minnesota on TNC, federal, state, private, and county managed forest land. The RF addresses critical threats to natural systems and individual species, fosters cross-site learning and collaboration among the conservation community, and supplies conservation planning teams with site or landscape level information relevant to the planning process. The RF develops and implements conservation strategies and employs a full range of forest restoration tools to accomplish on the ground results and implements a variety of strategies to secure public and private support for TNC conservation priorities. The RF coordinates community support, ensures the maintenance of the Forest Team restoration portfolio of sites and coordinates multiple projects, sets deadlines, and manages completion. This is a full-time position with a comprehensive benefits package. The RF reports to the Resilience Forestry Manager and may supervise volunteers or contractors. This position requires the ability to travel up to 15% time, a valid driver's license and compliance with The Nature Conservancy's auto safety policy.

RESPONSIBILITIES & SCOPE

- Performs tasks with minimal supervision and makes independent decisions based on analysis, experience and context.
- Supervises technical, administrative and professional staff with responsibility for performance management, training and development.
- Gains cooperation from outside parties to accomplish program goals. These parties include state, federal, county, tribal, and private landowners.
- Financial responsibility includes working within/managing a budget to complete projects, negotiating and contracting with vendors, and assisting with budget development.
- Ensures program compliance with internal policies and external requirements.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 3 years' experience in natural resource management or similar field or equivalent combination of education and experience.
- Experience with on-the ground forestry or forest restoration
- Experience managing staff or volunteers.
- Experience building effective relationships with a variety of partners, i.e., media, government officials, internal scientists.
- Experience completing tasks independently with respect to timeline(s).
- Fluency in English.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Experience with ArcGIS

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- 3-5 years' experience in natural resource management, similar field or equivalent combination of education and experience.
- Ability and willingness to apply science to decision-making and guide activities.
- Familiarity with principles of land acquisition or similar asset acquisition.
- Knowledge of ecological land management principles.

- Knowledge of current trends and practices in conservation, land management and natural resource preservation.
- Experience with developing RFPs for contracted forest restoration or ecological management work, developing contracts, preparing invoices for payment, and reporting to funders.
- Familiarity with prescribed burning and fuels reduction work.

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.

AUTO SAFETY POLICY

This position requires a valid driver's license and compliance with the Conservancy's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." Please see further details in the Auto Safety Program document available at www.nature.org/careers.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which will include a review of the prospective employee's motor vehicle record.

HOW TO APPLY

Visit <http://nature.org/careers>

To apply to position number 48373, submit resume (required) and cover letter separately using the upload buttons. All applications must be submitted in the system prior to 11:59 p.m. Eastern Time on February 7, 2020.

Click "submit" to apply for the position or "save for later" to create a draft application for future submission. Once submitted, applications cannot be revised or edited. Failure to complete required fields may result in your application being disqualified from consideration. If you experience technical issues, please refer to our [applicant user guide](#) or contact applyhelp@tnc.org.

The successful applicant must meet the requirements of The Nature Conservancy's background screening process.

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.

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