

JOB DESCRIPTION



Protecting nature. Preserving life.

JOB TITLE	Conservation Practitioner III, Land Steward
JOB FAMILY	Conservation
JOB NUMBER	450003
SALARY GRADE	4
STATUS	Hourly
DATE	April 2022
LOCATION	Sussex or Kent County, Delaware

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. Working in 79 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/Pennsylvania & www.nature.org/Delaware or follow us on social media at Facebook.com/NatureConservancyPA & Facebook.com/NatureConservancyDelaware or on Instagram at Conserve_PA & Nature_Delaware.

Grounded in our mission and guided by our values - which include a commitment to diversity and respect for people, communities, and cultures – we at The Nature Conservancy can only achieve our mission by hiring and engaging a diverse workforce that reflects the communities in which we work. We strive to cultivate an inclusive work environment in which all our colleagues around the world feel safe, welcome, and valued for their unique talents and contributions.

TNC's Pennsylvania/Delaware Chapter comprises forty employees who are committed to teamwork; cross-collaboration; professional development; a fun and inclusive office culture; and diversity, equity, inclusion, and justice learning and practices. Although you'll see requirements in our postings, we recognize that people come with talent and experiences outside of a job. Passion, innovation, and diversity are key components to advancing our Mission, and we encourage you to apply.

The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, excellent benefits, flexible work policies, and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

Whether it's career development, work/life balance, or a rewarding mission, there are many reasons to love life at TNC. The location for this position is in southern Delaware.

All TNC staff based in the U.S. or a U.S. Territory must be fully vaccinated against COVID-19. Proof of receiving one of the vaccines approved in the U.S. (Pfizer, Moderna, or Johnson & Johnson) shall be a condition of employment and must be provided before starting work. TNC is an Equal Opportunity Employer, and reasonable accommodations for candidates who cannot be vaccinated due to a valid medical or religious reason or claim an exemption under applicable state law will be considered.

YOUR POSITION WITH TNC

The Land Steward participates in preserve operations, and assists with the development, management, and maintenance of Delaware's nature preserves and conservation easements. They assist with planning and implementing preserve ecological management plans and projects for Delaware's Stewardship Program.

ESSENTIAL FUNCTIONS

The Land Steward provides technical leadership and support to the Delaware Stewardship Program, and leads work teams to ensure the coordination, community support and implementation of preserve management plans. They assist with monitoring and reporting on Delaware's portfolio of nature preserves and conservation easements. The Land Steward maintains preserve areas frequented by the visiting public, executes and monitors habitat management projects, assists with prescribed fire and restoration operations and planning, removes exotic species and/or monitors and researches species, maintains tools and equipment, operates heavy machinery, and opens and closes preserve to the visiting public.

RESPONSIBILITIES & SCOPE

- Performs preserve maintenance tasks (maintain kiosks, sign-in sheets/brochures, build and maintain trails, mark boundaries, control invasives).
- May lead or monitor habitat and forest restoration projects.
- Performs prescribed fire preparation and participates on prescribed burns on TNC and partner lands.
- May lead or monitor contractors, work groups, staff, and partners in completing projects and achieving land management goals.
- May lead or monitor work groups consisting of staff, interns, and volunteers.
- May assist with contracts, requests for proposals or grants.
- Financial responsibility may include working within a budget to complete projects, negotiating and contracting with vendors, assisting with budget development and, public and private fundraising sufficient to meet project needs.
- Works closely with the Delaware Stewardship Program Manager to accomplish numerous tasks on preserves and from their home office.
- Networks with diverse groups, including landowners, conservation partners, government officials, donors, board members and the general public to recruit support for the Conservancy and publicize Conservancy programs/preserves.
- May work under minimal and/or distant supervision; may make some independent decisions based on analysis, experience and context.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- BA/BS/AS/Technical or vocational degree in science-related field and 1-year related experience in custodial and ecological land management or similar field or equivalent combination of education and experience.
- Experience with natural systems and ecological land management principles.
- Experience operating and or repairing various types of equipment and machinery.
- Experience with GPS and GIS.
- Must have a valid driver's license and good driving record.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- 1 – 2 years related experience in custodial and ecological land management or equivalent combination of education and experience.
- NWCG S130-190 trained and FFT2 certified. Applicants that are FFT2 qualified with a strong desire to pursue a leadership position are encouraged to apply.
- First Aid and CPR certified.
- Experience driving pickup trucks and loaded trailers.
- Experience managing volunteers.
- Ability to recognize plant and animal species to complete preserve management activities.
- Knowledge/understanding of current trends and practices in conservation, land management and natural resource preservation/conservation or similar field.
- Ability to complete tasks independently with respect to timeline(s).
- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers).
- Working knowledge of ArcGIS
- Communicating clearly via written, spoken and graphical means in English and other relevant languages.

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.

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.

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.

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