

## JOB DESCRIPTION

<b>POSITION TITLE</b>	IPLC Community-Led Finance Dir.
<b>POSITION NUMBER</b>	49299
<b>LOCATION</b>	All International Locations with Existing TNC Office
<b>STATUS</b>	Salaried
<b>DATE</b>	Jan 2021



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## 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](http://www.nature.org) or follow @nature\_press on Twitter.

## YOUR POSITION WITH TNC

As part of our Global Program on [Conservation in Partnership with Indigenous Peoples and Local Communities](#) (IPLC), the IPLC Community-Led Finance Director, provides sophisticated business, financial and economic expertise to address conservation challenges for Indigenous and community-led programs. Reporting to the Global Managing Director for IPLC, they develop, lead and implement our overall Sustainable Finance strategy for IPLCs. That strategy should have a strong focus on developing financing mechanisms through public and private sources associated with an overall approach in support of IPLC self-determination, rights, governance, ownership, capacity, and capabilities to provide on-going sustainable funding to programs. The IPLC Community-Led Finance Director will, together with other members of TNC's IPLC global team and through direct engagement with our priority field programs and Indigenous partners, develop long-term financing solutions and design and execute a strategy to disseminate and foster adoption of these solutions by key decision-makers. In addition, they will identify, engage and collaborate with other TNC programs with different sets of expertise and experience in developing innovative conservation financing approaches and opportunities which can be shared with our priority IPLC field programs and partners. The location for this position is negotiable for all global locations where TNC is an established NGO. No immigration or relocation assistance is provided with this position.

## ESSENTIAL FUNCTIONS

The IPLC Community-led Finance Director furthers the work of The Nature Conservancy and its Indigenous and community partners by developing long-term financing solutions and strategies in support of TNC's "[Strong Voices Active Choices](#)" framework. They lead and implement key projects and collaborate with the IPLC global program, Worldwide Office teams, IPLC priority field staff, Conservancy senior management, and partner organizations to bring sophisticated business, financial, and economic analysis and expertise to the design and implementation of long-term financing approaches and models for Indigenous and community-led conservation projects. They identify and bring together multiple streams of private/public funding opportunities, evaluate the potential for strategic partnerships, and develop and implement strategies that support and leverage Indigenous rights, ownership and self-determination in taking a holistic approach to achieving long-term financing outcomes. They liaise with counterparts within the organization, as well as with key external Indigenous organizations and partners, to synthesize lessons and experiences and to co-develop joint long-term financing practices and approaches. They draft proposals for key long-term funding strategies and donor support. The Community-Led Finance Specialist identifies opportunities for our field programs and IPLC partners to participate in forums and events to share long-term financing models and provide guidance to programs in the evaluation of various financing approaches. They assist global IPLC priority field programs with technical support and to leverage public and private funding opportunities, including influencing public policy related to IPLC funding for conservation with an eye towards equity.

## RESPONSIBILITIES & SCOPE

- Responsible for developing and leading a long-term IPLC Sustainable Finance strategy. Will identify and analyze key financing mechanisms and models that support long-term funding for IPLC led conservation programs.
- Identify, develop, and lead strategic partnerships both within TNC and externally that can provide technical expertise and help leverage long-term financing solutions.
- Lead the design and implementation of Indigenous and community-led financing models/pilots in key country programs around the world. Co-create/coordinate sustainable finance portfolio with sustainable livelihoods lead(s) where community conservation work aligns with programmatic priorities.
- Facilitate Indigenous voices and choices to be directly engaged and weighted in the development of long-term funding options, approaches and strategies for implementation.
- Identify opportunities and facilitate forums for TNC field programs and IPLC partners.
- Drafts content and contributes to proposals for long-term funding strategies and donors.
- Establishes and maintains optimal performance standards within budget.
- Make independent decisions frequently based on analysis, experience, trust, and judgment.
- Review and provide input on broader TNC financing strategies relevant to IPLC financing opportunities.
- Facilitate opportunities to represent TNC on relevant financing initiatives within TNC and with external partners.
- Provide updated communications on long-term financing initiatives and strategies to the global IPLC program and broader Protect Oceans Lands and Waters global program.

- Communicate professionally with a wide variety of people from different cultures.
- Serve as the Global IPLC team's lead and point person on sustainable financing.
- Work with the Global IPLC team to identify success stories/best practices to highlight in raising our profile with long-term financing for Indigenous and community-led programs.
- May direct or participate in negotiations for complex, high profile, or sensitive agreements.
- Ensure program compliance with internal policies and procedures, including international human rights standards and international law related to Indigenous peoples and rightsholders.
- Ensure programmatic commitments, financial standards and legal requirements are met and managed for compliance

#### MINIMUM QUALIFICATIONS

- BA/BS degree and 7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Fundraising experience, including identifying donor prospects and donor cultivation
- Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies.
- Experience negotiating.
- Experience working with Indigenous Peoples and Local Communities.

#### DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- 7-10 years' experience in conservation practice or equivalent combination of education and experience.
- International work experience desirable.
- MBA or similar degree with significant coursework in finance or economics.
- Developing practical applications of sustainable finance concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity conservation and experience conceiving and implementing strategic initiatives.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.

#### REQUIRED ORGANIZATIONAL COMPETENCIES

<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, 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 maximize 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 stakeholder. 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.

To apply to position **number 49299**, visit [www.nature.org/careers](http://www.nature.org/careers) and click "Current Job Opportunities". Search for the position by putting the job number "49300" in the keywords search box. Submit resume and cover letter (required) using upload buttons. Our system works best with the Internet Explorer web browser. Applications will be reviewed in the order they're received and the position will remain open until filled. When preparing your application 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](mailto:applyhelp@tnc.org).

**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 culture. 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 orientation, gender identity, military, protected veteran status or other status protected by law.

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

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