

JOB DESCRIPTION

POSITION TITLE	IPLC Research Analyst
JOB NUMBER	49300
STATUS	Salaried
LOCATION	All International with Existing TNC Office
DATE	January 2021



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 Nature Conservancy, working within our Global [Conservation in Partnership with Indigenous Peoples and Local Communities \(IPLC\) strategy](#), envisions a world where Indigenous Peoples and local communities are managing lands and waters in ways that improve people's lives and drive conservation outcomes through strengthened voice, choice, and action. Today, we are working in partnership with IPLCs on shared conservation goals across 24 countries. The IPLC Research Analyst contributes to the development and assessment of the IPLC strategy and its portfolio of projects, including monitoring, evaluation, and learning (MEL), facilitating thriving communities of practice, and research and writing on key topics. Additionally, they will support efforts to facilitate learning, sharing, and evidence-based decision-making across geographies, cultures, and biomes. This position sits within the Global Protect Oceans, Lands and Waters business unit and reports to the IPLC Strategy Program Advisor. The location for this position is flexible within countries where The Nature Conservancy is a registered NGO, with strong preference for an already established TNC office. This position is not eligible for relocation or immigration assistance. This position may require travel (both domestic and international) up to 25%.

ESSENTIAL FUNCTIONS

The IPLC Research Analyst provides technical expertise, research, analysis, and logistical support to project leads and Directors. This includes summarizing the latest relevant research on social aspects of community-based conservation through desk review and interviews with internal and/or external experts to ensure global and field staff have strong evidence on which to base decisions. The IPLC Research Analyst also applies an Indigenous and/or local communities' lens to creating and analyzing data and information and helps to indigenize the ways information is being collected, used, and shared to advance self-determination, cultures, languages, ways of being and knowing. They may also perform research to identify organizations with existing capacity/expertise in relevant areas that would be beneficial to partner with either at the global, national, or local levels to achieve shared goals. They support the design and implementation of data management systems and processes and perform critical qualitative and quantitative data analysis functions with an eye towards equity. They share information through the creation of visuals, dashboards, and reports, in culturally relevant ways. They support the development and implementation of organizational MEL capacity-building efforts including trainings, tools, and resources. They support the logistics and facilitation of communities of practice to foster connection, learning, and sharing between TNC programs working in partnership with IPLCs.

RESPONSIBILITIES & SCOPE

- Design and undertake efforts to identify and summarize the latest relevant research on specific topics identified within community-based conservation, including intersecting areas such as self-determination, health, gender, education, socio-cultural priorities, language, livelihoods, and others.
- Identify partnership opportunities at the global, national, or local levels.
- Researches, analysis and disseminates multiple sources of knowledge, including Indigenous ways of knowing, Western scientific research, and local knowledge.
- Create accessible summary materials to share technical and scientific information with field and global staff and support the use of new information and knowledge to adapt and improve on-the-ground strategies.
- Support global and field program monitoring, evaluation, and learning (MEL) initiatives through data management, cleaning, and analysis.
- Assist in the development and implementation of MEL trainings, tools, and resources.
- Support logistics and facilitation of communities of practice.
- Exemplify a strong work ethic that contributes to an Indigenous-led team environment that works to amplify and uplift Indigenous and local communities' strengths, knowledges, worldviews, values, and cultures. Essential to this team approach are members who are confident in their abilities, capacities, and experiences to evolve the current conservation and research paradigms to better suit and reflect Indigenous and local communities.
- Synthesize information from project documents, scientific papers, and other technical inputs.
- Support and assist in publications for peer reviewed journals, including identification and review of key studies, data cleaning, management of references, graphics creation, and copy editing.
- Passion and commitment to support sharing and application of Indigenous knowledge systems.

MINIMUM QUALIFICATIONS

- Bachelor's degree within the Social Sciences, Conservation, Policy, Resource Management or related field and 3 years of related experience or equivalent combination.
- Experience supporting complex projects and strategic initiatives in an unstructured environment.
- Research, analytical and project management experience.
- Experience working with Indigenous Peoples and local communities.

DESIRED QUALIFICATIONS

- Master's Degree within the Social Sciences, Conservation, Policy plus 5 years of related experience or equivalent combination. Examples include, but are not limited to, Environmental Anthropology, Environmental Economics, Environmental and Conservation Psychology, Environmental Sociology, Environmental and Conservation Governance, Conservation and Development, Political Ecology, or Ecological Economics.
- Experience collecting, manipulating, managing, analyzing, and interpreting qualitative and quantitative data and preparing reports on findings.
- Proficiency with statistical software packages, including R.
- Excellent written, spoken and presentation communication skills.
- Strong attention to detail, organizational skills, and ability to meet deadlines.
- Multi-language skills (proficiency in Bahasa Indonesian, Spanish, Swahili, and/or Portuguese a plus) and multi-cultural or cross-cultural experience valued.
- Experience with GIS appreciated.
- Strong team player who can build relationships and work collaboratively across the organization and with partners.
- Ability to work independently and collectively within the virtual workspace.

REQUIRED 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.

To apply to position **number 49300**, visit 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.

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.

If you experience technical issues, please refer to our [applicant user guide](#) or contact applyhelp@tnc.org.

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

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