

JOB DESCRIPTION



POSITION TITLE	Southern High Plains Grassland Specialist
JOB TITLE	Conservation Practitioner V
JOB FAMILY	Conservation
JOB NUMBER	450005
SALARY GRADE	6
LOCATION	Smoky Valley Ranch in Logan County, KS
STATUS	Salaried
SALARY	\$53,000 – \$63,000
DATE	April 2022

WHO WE ARE

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world working in more than 75 countries and territories. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive.

We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you.

YOUR POSITION WITH TNC

The Southern High Plains Grassland Specialist (SHP Grassland Specialist) is a three-year term position, ideally starting in June 2022, that will implement a spatially focused conservation strategy by supporting landowner efforts to enhance grassland biodiversity in a pilot area within the Smoky Hill River Basin of western Kansas. This strategic approach of coordinating and leveraging existing conservation programs, private and public resources, and conservation anchor properties is necessary to outpace threats within high priority conservation landscapes. In addition, it will help sustain and restore ecological goods and services provided by Southern High Plains grasslands. In the longer term, success in these highest priority landscapes will demonstrate a collaborative model that can be transferred to other communities, resulting in large, interconnected blocks of high-quality grasslands with long-term voluntary conservation.

ESSENTIAL FUNCTIONS

The SHP Grassland Specialist will provide outreach and technical assistance to private landowners to implement voluntary, incentive-based conservation practices in an approximately 200,000-acre pilot area. The Specialist will meet one-on-one with producers to let them know about priority conservation practices and programs and additional incentive payments available for their operation. Through this outreach, they will work with social scientists to conduct structured interviews and incentive payment applications to help identify and address barriers to participation in priority conservation practices. Directly and by working closely with partner staff, the Specialist will provide conservation and grazing management planning and application assistance with USDA and other programs. They will also coordinate and secure TNC landowner agreements and associated incentive payments. The specialist will work with a network of TNC Southern High Plains Initiative (SHPI) and partner staff to scale up this strategy and assist with interpreting and communicating social science research.

RESPONSIBILITIES & SCOPE

- Provide outreach and technical assistance to producers for planning, program enrollment, implementation, and follow-up for increased adoption of priority conservation practices.
- Conduct structured interviews with the guidance of social scientists to identify and address barriers to participation in conservation practices, including providing recommendations for creative solutions.
- Assist partner staff (e.g. USDA, Kansas Grazing Lands Coalition, Pheasants Forever) with field data collection, conservation and grazing management planning, and program enrollment.
- Assist with incentive payment applications, ranking, social science research, and communications strategies with TNC and partner staff.
- Assist SHP Grassland Project Manager and partners with efforts to secure funding beyond the current three years of funding.
- Coordinate alignment and assist other TNC staff with conservation easements.
- Make strategic decisions independently and with partners, based on analysis, ambiguous information and context.
- Negotiate agreements in a complex political environment.
- Occasional domestic travel along with evening and weekend hours.
- Work in variable weather conditions, at remote locations, and on difficult terrain.

MINIMUM QUALIFICATIONS

- BA/BS and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Experience in range management and willing to become proficient in plant identification.
- Experience with Farm Bill programs and practices.
- Experience managing complex or multiple projects, including finances, and coordinating with other professionals and partners.
- Experience using applications such as Microsoft Word and Excel.
- Experience in partnership development with individuals, community groups, and/or government agencies.
- Experience tasks and associated reporting and by reported deadline(s).
- Experience negotiating.

DESIRED QUALIFICATIONS

- Familiarity with conservation challenges and opportunities in the Southern High Plains of Kansas.
- Ability to explain conservation practices to technical and non-technical audiences.
- Experience with desktop or mobile mapping applications such as ArcGIS or Google Earth.
- Multi-cultural or cross-cultural experience appreciated.
- Experience communicating with farmers and ranchers in meeting and in one-on-one settings.

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 stakeholders. 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 TNC'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." To learn more about the Auto Safety Program, visit <https://www.nature.org/en-us/about-us/careers/recruitment/> under the FAQ section.

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

WHAT WE BRING

The Nature Conservancy offers a competitive, comprehensive benefits package including health care benefits, flexible spending accounts, 401(k) plan to include employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work well-being benefits. Learn more about our benefits in the [Culture Tab](#) on [nature.org/careers](https://www.nature.org/careers).

We're proud to offer a work environment that is supportive of the health, well-being, and flexibility needs of the people we employ.

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

APPLY NOW

To apply for job ID 51404, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM CST on May 22nd, 2022. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

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Do you have military experience? Visit our U.S. [Military Skills Translator](#) to match your military experience with our current job openings! TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with *Request for Accommodation* in the subject line.

Where legally permissible, TNC requires all new employees to be fully vaccinated and willing to keep up to date with vaccines that protect against COVID-19. By accepting an offer of employment, you agree to comply with this requirement, unless you are entitled to a legally mandated exemption.

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