

JOB DESCRIPTION



JOB TITLE	Director of Community Engagement
JOB FAMILY	Conservation
JOB NUMBER	250005
SALARY GRADE	7
STATUS	Salaried
DATE	October 10, 2018

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 Chicago Urban Conservation Program builds on the Conservancy's science-based, collaborative, results-oriented approach and its record of contributing creative and effective solutions to conservation challenges. We work to achieve benefits for people and nature in Chicago and neighboring communities by increasing access to and engagement with urban nature, increasing urban biodiversity and improving community resilience and public health by implementing natural solutions as essential components of a healthy, just, climate-resilient city. All our work is done collaboratively in partnership with other leading agencies and organizations across Chicago and neighboring communities and aligned with environmental and social justice priorities. As a part of the Chicago Conservation Team, the Director of Community Engagement will lead a team to develop and implement strategies in support of Illinois' work in "Connecting People and Nature" within the Conservancy's North America Cities Network, a network of over 20 urban conservation programs. The Director of Community Engagement will report to the Chicago Conservation Director.

ESSENTIAL FUNCTIONS

The Director of Community Engagement oversees the efforts of the Chicago Urban Conservation Program to increase engagement of Chicago area residents with nature, for the benefit of both. This position leads strategies on conservation projects that improve public health, resilience, and social cohesion of neighborhoods where we work. The Director of Community Engagement oversees the Conservancy's community stewardship partnership with the Chicago Park District, our community engagement strategies at our Indian Boundary Prairies preserves in south suburban Markham, and our partnership with Illinois Nature Preserves Commission supporting the Volunteer Stewardship Network, supervising staff in these three programs. This position develops relationships and seeks partnerships with community-based organizations, environmental justice organizations, faith communities, public health agencies, and the academic community.

RESPONSIBILITIES & SCOPE

- Manage projects at various scales from neighborhoods to the Chicago region, encompassing multiple goals and coordinating the work of other professionals inside and outside the organization.
- Strengthen and expand existing strategies related to volunteer stewardship and community based urban conservation in the Chicago area.
- Strengthen and develop emergent strategies connected to public health, urban agriculture, and other areas.
- Engage the research community in evaluating and measuring human dimensions of urban conservation projects.
- Collaborate as part of an urban conservation team, to develop projects that integrate goals to expand natural infrastructure and environmental services and also build support for conservation to benefit people and improve biodiversity.
- Supervise staff to achieve programmatic goals.
- Establish and maintain optimal performance standards within budget.
- Pursue and respond to relevant requests for proposal (RFPs) for grant funding and work with development staff to secure donor support.
- Participate in the Conservancy's North America Cities Network through information sharing, seminars, annual convenings and other means as part of a community of urban conservation leaders.
- Local and occasional national travel, some evening and weekend hours.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- BA/BS degree in a related field and 4 years' related experience or equivalent combination of education and experience.
- Hands on knowledge with best practices for community engagement.
- Experience working across differences such as race, culture, disabilities, socio-economic class and language groups.
- Familiarity and some application of current and evolving trends in urban conservation.

- Experience in organizing and facilitating meetings and/ or trainings
- Experience managing complex or multiple projects, including staffing, workloads and finances under deadlines.
- 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 writing reports and proposals.
- Experience using applications such as Microsoft Office: Word, Excel, and Outlook.

DESIRED SKILLS

- Multi-lingual and/or cross-cultural experience appreciated.
- Ensures a coordinated, equitable and strategic approach to community outreach and engagement.
- Experience with volunteer management and natural area stewardship.
- Equity-minded with a desire for continued learning about socio-historical context of historic underrepresentation, questioning assumptions, and making evidence-based decisions a regular practice.
- Experience working with clergy and faith leaders, and who has the broad skills and passion needed to meaningfully engage diverse faith communities.
- Self-starter with the ability to generate work plans with limited support.
- Strong team player who can build relationships and work collaboratively across the organization and with program partners.
- Ability to build buy-in, influence, and rally partners toward outcomes.
- Knowledge and understanding of City of Chicago and Cook County’s political, cultural, and environmental NGO landscape.
- Experience in equitable partnership development and building relationships with diverse constituencies and stakeholders.
- Demonstrated experience in successful grant development and/or other fundraising.
- Understanding of the human health dimensions of environmental and conservation challenges including socio-ecological systems and environmentally overburdened communities.
- Awareness and experience in environmental and/or social justice related 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.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty. .
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.
Produces Results	Takes Initiative. Focuses on priorities. Strives for excellence. Is dependable and accountable for results. Persistent in the face of obstacles and meets deadlines.

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

HOW TO APPLY

To apply to position number 46960, visit www.nature.org/careers, 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 November 18, 2018.

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 men and women of 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.