

JOB DESCRIPTION



JOB TITLE	Indian Boundary Prairies Stewardship Leader
JOB FAMILY	Conservation
JOB NUMBER	450003
SALARY GRADE	4
STATUS	Salaried
DATE	September 20, 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 Indian Boundary Prairies Stewardship Leader (IBP Stewardship Leader) leads and participates in restoration, ecological management, and monitoring for the 344 acres owned and managed by the Conservancy in Markham Illinois; and oversees similar TNC participation in restoration, ecological management, and monitoring of the 105-acre Gensburg-Markham Prairie owned and managed by Northeastern Illinois University.

Indian Boundary Prairies is part of the Chicago Urban Conservation Program which works to benefit for both people and nature in Chicago and Cook County by improving the function of urban natural areas, increasing access to and engagement with urban nature, improving community resilience and public health by deploying natural infrastructure, and improving overall urban biodiversity. All our work is done collaboratively with other leading agencies and organizations across Chicago and Cook County and conducted with priorities of environmental justice and social justice. She or he will report initially to the Chicago Conservation Director.

ESSENTIAL FUNCTIONS

The IBP Stewardship Leader leads work teams, to ensure the coordination, implementation, and monitoring of preserve management plans, and to ensure the effective participation of stewardship staff with community engagement. The IBP Stewardship Leader maintains preserve areas frequented by the visiting public, removes exotic species and monitors and researches species, maintains tools and equipment, operates heavy machinery, and oversees the work of other long-term and seasonal stewardship staff and volunteers. She/he conducts all programs in close collaboration and partnership with the IBP community engagement program.

RESPONSIBILITIES & SCOPE

- Supervises permanent and seasonal staff, interns, and volunteers to achieve programmatic goals.
- Establishes and maintains preserve restoration goals, and provides oversight and evaluation to align ecological restoration work to those goals.
- Financial responsibility includes working within a budget to complete projects, and providing information for budget development.
- Networks with conservation land owners and conservation partners to promote stewardship and management of Natural Areas.
- On occasion meets with diverse groups including 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.
- May require long hours in isolated settings.

MINIMUM QUALIFICATIONS

- BA/BS/AS/Technical or vocational degree in science-related field and 3 years related experience in custodial and ecological land management or similar field or equivalent combination of education and experience.
- Experience managing volunteers or entry-level staff.
- Experience with natural systems and recognition of native and non-native plant and animal species.
- Experience in ecological land management principles.
- Experience operating and (and potentially repairing) various types of equipment and machinery in a safe and efficient manner, e.g. mower, chainsaw, ATV, two-way radio, etc.
- Experience working in a team environment.
- Must have a valid driver's license, and either have or have the ability to obtain related licenses including or certifications as required (e.g. First Aid, CPR, herbicide or pesticide application, S130-190).

DESIRED QUALIFICATIONS

- Additional prescribed fire certifications
- Multi-lingual and/or cross-cultural experience appreciated.
- Supervisory experience.
- Knowledge/understanding of current trends and practices in conservation, land management and natural resource preservation.
- Ability to complete tasks independently with respect to timelines.
- Working knowledge of common software applications, e.g. Word, Excel, and Outlook.
- Written and verbal communication skills.
- Awareness of 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.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
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.

HOW TO APPLY

To apply to position number 46908, 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 October 28, 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.