

JOB DESCRIPTION



Protecting nature. Preserving life.

JOB TITLE North Florida Conservation Forester
JOB FAMILY Conservation
JOB NUMBER 450004
SALARY GRADE 5
STATUS Salaried
DATE August 21, 2017

ABOUT US

The Nature Conservancy is the leading conservation organization working to make a positive impact around the world in more than 69 countries, all 50 United States, and your backyard. Founded in 1951, the mission of The Nature Conservancy is to conserve the lands and waters on which all life depends. One of our core values is our commitment to diversity. Therefore, we are committed to a globally diverse and culturally competent workforce. Visit www.nature.org to learn more.

SUMMARY

The North Florida Conservation Forester is a staff member of the Field Initiatives Department's (FID) North Florida Conservation Program (NFL) in The Nature Conservancy's (TNC) Florida Chapter. The position works under the supervision of the NFL Stewardship Coordinator and is based at the Apalachicola Bluffs and Ravines Preserve (ABRP) in Bristol, FL. They develop and execute conservation forestry projects on both Conservancy and partner owned lands in Florida. They may also provide forestry support as needed to neighboring TNC Chapter's in the southeastern U. S. states. This position has currently identified financial support through September 30, 2019 and no guarantees can be made that the position will extend beyond that date. However, The Nature Conservancy is an employer at will and the employment relationship may end at any time.

ESSENTIAL FUNCTIONS

The North Florida Conservation Forester provides technical leadership and support to the Florida Chapter and assists with local and regional longleaf pine ecosystem Forest Restoration planning efforts as well as forest science consultation as needed. The Conservation Forester uses the best science and current thinking on forest management and restoration to address critical forest restoration needs in the southeastern U. S. The Conservation Forester works with state, federal and private partners using a wide range of tools (e.g. Stewardship Authority and Good Neighbor Authority) to effect lasting, landscape scale longleaf pine ecosystem restoration. The Conservation Forester addresses critical threats to natural systems and individual species, fosters cross-site learning among conservation community, and supplies conservation planning teams with site or landscape level information relevant to the planning process. The Conservation Forester coordinates forest restoration community support both externally and within the Conservancy (i.e. locally, regionally, and World Office). The Conservation Forester coordinates multiple projects, sets deadlines and manages to completion.

RESPONSIBILITIES & SCOPE

Forestry Operations (80%) – Focuses efforts on regional longleaf pine ecosystem forest restoration.

- Works in coordination with supervisor and other NFL staff on longleaf pine forestry partnership projects in the NFL region and neighboring states as needed.
- Responsible for all aspects of timber contractor performance.
- Responsible to ensure both project parameters and partner performance adhere strictly to both Conservancy and partner SOPs regarding timber procurement and financial transparency.
- Works in close consultation with partner staff to ensure project objectives and outcomes are achieved and acceptable.
- May serve on prescribed burns as a crew member on TNC and partner lands as needed.
 - Ability to meet minimum Florida TNC training and health requirements for wildland fires at the arduous level. Excellent physical condition. For Florida: 3 mile walk with a 45-pound pack with a time of 45 minutes or less. Must meet NWCG 310-1 training requirements for Fire Fighter Type 2 (FFT2).
- Operates 4x4 vehicles and ORVs (ATV's/UTVs) in difficult terrain. ORVs must be operated safely according to TNC ATV/UTV Operating Guidelines and ensure that each employee is capable of safely operating the equipment and complying with the TNC ATV/UTV Operating Guidelines at all times. May be required to attend and pass an ATV Rider Safety Course (ex. ATV Safety Institute)
- Develops and maintains geospatial data on projects using GPS receivers and GIS
- May be required to provide technical presentations in professional settings.
- Performs tasks with minimal supervision and makes 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.

Operations & Supervision (10%) – Comply with, communicate, and enforce TNC policies and procedures related to finances, supervision, and operational guidelines.

- Financial responsibility may include working with supervisor on project budgets, negotiating and contracting with vendors, and assisting with budget development

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.

- Ensures program compliance with internal policies and external requirements.
- May supervise technical staff and volunteers as needed
- Other duties as assigned by supervisor.

Other Projects (10%) – Participate in other strategic FID & Florida Chapter projects

- May contribute to regional conservation projects with other FID staff and serve on Florida Chapter matrix team projects as needed.
- May provide forestry related consultation support to other TNC Florida Chapter departments.
- May serve as a content expert in support of philanthropic events of the Florida Chapter.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 3 years' experience in longleaf pine ecosystem natural resource management or similar field or equivalent combination of education and experience.
- Experience managing staff or volunteers.
- Relationship building skills to work closely with a variety of partners, i.e., media, government officials, internal scientists.
- Experience completing tasks independently with respect to timeline(s).
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Experience in training.
- Must have valid driver's license and good driving record.

PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE

- Bachelor's degree in Forestry from Society of American Foresters (SAF) accredited university.
- 3-5 years' experience in longleaf pine ecosystem timber management.
- Experience using Global Positioning System (GPS) and Geographic Information System (GIS) technologies for data collection, downloading and processing/manipulation.
- Experience applying silvicultural Best Management Practices (BMPs).
- Ability and willingness to apply science to decision-making and guide activities.
- Experience in all aspects of forestry including timber harvest, site preparation, reforestation, pre-commercial thinning, insect and disease management and coordinating multiple use management
- Experience with all aspects of timber procurement (stand assessment, volume calculations, timber sale prospectus generation, bid advertisement, contractor selection, contractor management and quality control).
- Knowledge of ecological land management principles.
- Experience with budget development and fiscal responsibility.
- Knowledge of current trends and practices in conservation forestry (including regional timber markets and products), land management and natural resource preservation, especially as related to longleaf pine forest management and restoration.
- Qualified by National Wildfire Coordinating Group standards as Firefighter Type 2 (or higher qualification) and at least 1 year experience with wildland fire.

ORGANIZATIONAL COMPETENCIES

Accountability for Outcomes	Pushes for excellence. Establishes challenging goals for self and others to drive performance in support of the Conservancy's mission. Rewards behavior that achieves these standards and is aligned with the organization's mission/ values. Takes action to address performance problems in a timely and appropriate manner.
Builds Organizational Capability	Builds or adapts organizational structures to accomplish the mission and to improve performance. This includes reorganizing organizational systems, structures, processes, procedures, communication channels or reporting relationships. With the Conservancy's strategic filter in mind, determines who can contribute, gets the right people involved, and builds bench strength for the future.
Collaboration & Teamwork	Shows a willingness to put the needs and goals of a global organization before personal/local/departmental needs. Works with others across organizational boundaries. Makes decisions, sets priorities, and allocates resources to help the organization as a whole achieve results.
Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Courage & Decisiveness	Makes decisions and stands by them. Makes timely decisions even under pressure and when lacking complete information. Has the courage to modify decisions and admit why and how they were wrong.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
Influences for Results	Achieves results by persuading, convincing, or influencing others. Adapts approach to the individual or group and knows how and when to use complex influence strategies. Uses success stories and passion for the mission to generate enthusiasm and support.

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Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.

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

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