

JOB DESCRIPTION



POSITION TITLE	Longleaf Pine Whole System Di
JOB TITLE	Program Director III
JOB FAMILY	Conservation
JOB NUMBER	250007
SALARY GRADE	9
STATUS	Salaried
DATE	June 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 Longleaf Pine Whole System Director oversees all aspects of a regional conservation program inclusive of nine state business units and three TNC divisions. He/she provides strategic leadership and support in aligning the Longleaf Pine Whole System with the Shared Conservation Agenda, North America Forest Priority, and Southeast Region's Shared Agenda and establishes overall conservation priorities for the Conservancy's leadership role in fulfilling the objectives of the Range-wide Conservation Plan for Longleaf Pine.

ESSENTIAL FUNCTIONS

The Longleaf Pine Whole System Director serves as the principle contact to government agencies, other conservation organizations, foundations and the academic community for the whole system. He/she plays a leading role in donor identification, cultivation and stewardship for the program. The Director disseminates best practices, provides training and analyses to best implement organizational measures of success, and develop key partnerships with public & private organizations in order to identify and resolve technical issues and to widely communicate solutions, innovative scientific methods, analysis, tools and frameworks to address the natural system needs. He/she establishes the Conservancy as a major conservation partner within the 9-state range of longleaf pine, defines conservation priorities in the area of responsibility, leads and manages team(s) which support and improve conservation efforts, and build strategic, scientific, and technical capacity in the field. He/she engages local community support for local conservation efforts, negotiates complex and innovative solutions with government agencies and landowners to conserve and protect natural communities, and develops and implements conservation strategies.

RESPONSIBILITIES & SCOPE

- The Longleaf Pine Whole System encompasses nine TNC business units and three TNC divisions.
- The Director is responsible for leading the longleaf pine whole system program.
- Manages cross functional, cross business group and other forms of working structures that cross the traditional vertical business units of function and geography and achieves results by persuading, convincing, or influencing TNC staff across the organization to identify and implement shared strategies.
- Recruits, retains and manages high quality and effective multi-disciplinary staff with responsibility for performance management, training and career development.
- Develops long-term strategies and achieves strategic goals and objectives
- Makes independent strategic decisions frequently based on analysis, ambiguous information, experience and judgment.
- Uses success stories and passion for the mission to generate enthusiasm and support.
- Serves in leadership role in development, delivery, and implementation of the Longleaf Protection Plan as part of the Southern Division's Protect Land and Water Strategy for the Shared Conservation Agenda.
- Represents TNC on the Regional Longleaf Partnership Council and on TNC's North America Program's Restore America's Forests initiative.
- Liaison to key forest coalitions (e.g. Keeping Forests as Forests), and USFS Region 8 on LLP issues.
- Requires frequent travel domestically and may require 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 and 10 years' experience in conservation practice or equivalent combination of education and experience.
- Fundraising experience, including identifying donor prospects and donor cultivation.
- Experience directing a major program or project of strategic importance, including management/supervision of multi-disciplinary teams and meeting deadlines.
- Experience working with current trends and practices in relevant discipline(s) and geographic regions.
- 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 negotiating

- Experience influencing, developing and implementing conservation policy and plans at the state or country level.
- Experience with financial management of a large program.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross cultural experience appreciated.
- 10-12 years' experience in conservation practice or equivalent combination of education and experience.
- Developing practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity information systems and initiatives and experience conceiving and implementing strategic initiatives.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.

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.

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.