

JOB DESCRIPTION

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| JOB TITLE | Associate Director for Land Conservation |
| JOB FAMILY | Conservation |
| JOB NUMBER | 250008 |
| SALARY GRADE | 7 |
| STATUS | Salaried |
| DATE | January 2019 |



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. The New Hampshire Chapter works to achieve lasting conservation results that contribute to the mission of the global organization and benefit people and nature in New Hampshire. From preserved lands to sustainable fishing, from clean water to healthy forests, we proudly represent the ideals of over 6,000 members in the Granite State and more than one million members globally. To learn more, visit <https://www.nature.org/ourinitiatives/regions/northamerica/unitedstates/newhampshire>

YOUR POSITION WITH TNC

The Associate Director for Land Conservation will lead two key areas of our work: (1) identifying and implementing a portfolio of high-impact land protection and associated conservation **projects** that advance our conservation priorities, using the full range of protection tools including fee simple and conservation easement purchase and gifts, and cooperative projects with federal, state, and local government, conservation organizations and other partners; and (2) serving as a land conservation subject-matter expert as we develop and implement a suite of conservation **strategies** that maximize the contribution of the New Hampshire Chapter to the regional and global conservation priorities of The Nature Conservancy.

ESSENTIAL FUNCTIONS

As a key member of our conservation team, the Associate Director for Land Conservation will deploy land protection and associated tactics to help The Nature Conservancy in New Hampshire materially contribute towards our organizational conservation goals. She/he will work closely with the Director of Conservation Programs to identify, develop and complete a suite of high-impact land protection and associated land conservation projects including undertaking tasks such as landowner outreach, negotiation and project development, project tracking, project budgeting, grant writing, securing community support, project management, due diligence, and project completion. She/he will also work as an integral part of our New Hampshire chapter strategy teams to help increase the pace and scale with which we are protecting priority lands identified through TNC's regional science, and to identify opportunities for using land protection as a tactic for advancing other strategic priorities such as carbon sequestration, maintaining water quality, and reducing the risk of flooding.

RESPONSIBILITIES & SCOPE

Project Development & Management

- Conduct landowner outreach in focal conservation areas, identify land protection opportunities, and develop the information needed to screen opportunities based on our strategic priorities
- Develop project budgets including preliminary identification of potential funding sources
- In collaboration with relevant TNC staff, identify and evaluate the merits of a range of potential vehicles for long-term protection including fee simple, conservation easement, and other less-than-fee options
- Negotiate land protection project terms, contracts and, where appropriate, develop conservation easement terms with landowners and partners
- Identify public funding opportunities, develop and submit grant applications, and work with TNC philanthropy staff to identify private fundraising needs
- Follow TNC protocols to solicit, negotiate and contract with vendors for appraisals, surveys, environmental hazard assessments, and other due diligence associated with land protection projects
- Manage land protection projects to completion including TNC's internal project review and database entry procedures

Strategy Development & Implementation

- Through participation in NH Chapter Strategy Teams, help to identify the role of land protection as a tactic in meeting our conservation outcomes
- Identify and help lead development of innovative land conservation strategies and finance mechanisms such as utilizing carbon markets and other ecosystem service payments.

- Serve as a land protection subject-matter expert in helping to develop and implement conservation strategies that maximize the contribution of the New Hampshire Chapter to the regional and global conservation priorities of The Nature Conservancy

Strategic Resource Allocation

- Support the Director of Conservation Programs in deploying our available resources to have maximum conservation impact including tracking our portfolio of land protection opportunities, identifying key deliverables/milestones, developing timelines to allow management of multiple projects simultaneously, and effectively communicating with NH Chapter staff

Partnership Development

- Maintain and strengthen our land conservation partnerships to increase the pace and scale with which we are helping others protect priority landscapes

MINIMUM QUALIFICATIONS

- BA/BS degree in natural resources management, conservation, business, law or another related field of study and 3 years of related work experience in conservation, real estate, fundraising or other related experience.
- Experience negotiating complex agreements and demonstrated ability to bring negotiations and projects to closure.
- Experience managing multiple projects and timelines
- Experience communicating with the public and/or media both in writing and verbally.
- Experience working with computers using applications such as Microsoft Word, Excel, and Web Browsers.
- Valid driver's license

DESIRED QUALIFICATIONS

- 3 or more years of experience negotiating real estate agreements
- Multi-cultural or cross-cultural experience appreciated
- Experience with drafting and interpreting conservation easement language
- Ability to use ESRI GIS software to visualize spatial data
- Knowledge of conservation practices and conservation science.
- Ability to explain conservation practices to technical and non-technical audiences
- Knowledge of current trends and practices in conservation, land protection, and natural resource preservation.
- Politically savvy and experienced in partnership development (partners, community, government).
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages.

ORGANIZATIONAL COMPETENCIES

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| 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. |

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

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

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