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| LOCATION | Recruitment location |
| POSTING DATE | January 3, 2022 |
| APPLICATION DEADLINE | January 31, 2022 |
| JOB ID NUMBER | #50805 |

Forest Ecologist Position Description

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| JOB TITLE | Applied Scientist I |
| JOB FAMILY | Science |
| JOB NUMBER | 400001 |
| SALARY GRADE | 6 |
| STATUS | Salaried |
| SUPERVISOR | Forest Strategy Director |
| LOCATION | Bend, Oregon |
| DATE | December 2021 |

ABOUT US

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive.

We're rooted in our Mission and guided by our Values, which includes a Commitment to Diversity and Respect for People, Communities, and Cultures. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, excellent benefits, flexible work policies and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

All TNC staff based in the U.S. or a U.S. Territory are required to be fully vaccinated against COVID-19. Proof of receiving one of the vaccines approved in the U.S. (Pfizer, Moderna, or Johnson & Johnson) shall be a condition of employment and must be provided prior to starting work. TNC is an Equal Opportunity Employer, and reasonable accommodations for candidates who cannot be vaccinated due to a valid medical or religious reason will be considered.

YOUR POSITION WITH TNC

The Oregon Business Unit's Forest Strategy is a long-standing conservation program and a high priority for the Oregon BU's 2021-2025 Strategic Plan. The goal of the Forest Strategy is to increase the quality, pace, and scale of ecologically based forest restoration and beneficial fire use across Oregon's dry, fire-adapted forests. The Forest Ecologist provides science, technical support, and programmatic leadership within TNC and for external partners to advance this goal within Central Oregon, while also contributing toward shared goals on state, regional, and national efforts.

ESSENTIAL FUNCTIONS

As a member of the Forest Strategy team, The Forest Ecologist works closely with the Deschutes and Ochoco National Forests, as well as local, state, federal, tribal partners, and other diverse interests, to guide planning, implementation, and monitoring of fire-adapted forest restoration activities across Central Oregon. The Forest Ecologist independently evaluates, selects, synthesizes, and applies best-available science and research to inform conservation and restoration priorities, treatments, costs, and benefits, using strong science communication and translation skills to share this technical information with diverse groups and individuals. The position is responsible for planning, leading, and participating in

workshops, trainings, field trips, and other forums internally and externally, with TNC, agency, NGO, and partners to advance and support the development and implementation of forest restoration strategies and projects. The person will develop proposals, write grants and grant reports, engage in research, fieldwork, monitoring, and trainings with partner organizations, provide logistical support for such projects. The Forest Ecologist will help plan and deliver programs and activities funded by the Oregon Fire Learning Network, such as prescribed fire training and capacity building, community outreach and education, and other actions to increase capacity and support for wildland fire in the region.

RESPONSIBILITIES & SCOPE

Supervised by the Oregon Forest Strategy Director, and working as part of the Oregon Forest Team and with colleagues across strategies and functional areas within TNC, the Forest Ecologist will:

- Serve as liaison between TNC and U.S. Forest Service, Deschutes and Ochoco National Forests.
- Represent TNC internally and externally with a wide range of partner organizations, agencies, entities, and individuals.
- Work independently and as part of a team, within and outside TNC, on a range of projects that advance priority dry forest restoration projects within Central Oregon.
- Use strong scientific, technical, analytical, and communication skills to build support and foster collaboration internally and externally to meet strategy goals.
- May supervise staff, technicians, interns and/or volunteers on a project-by-project basis.
- May write and manage grants, subawards, project budgets, and contracts.
- May negotiate and contract with vendors.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- Master's Degree in ecology or conservation biology and 1 year of experience or the equivalent combination of education and experience.
- Experience with current science, policies, and practices guiding forest and fire ecology and restoration, specifically for Western U.S. dry, fire-adapted forests.
- Coursework or research on fire-adapted forest ecosystem processes and functions, associated species, and conservation and restoration needs.
- Experience managing multiple, complex projects, including managing internal and external teams and overseeing the work of other professionals and partners.
- Experience working collaboratively with diverse staff, external stakeholders, and partners, sometimes under pressure, to complete project work and goals in a timely manner.
- Strong communications and interpersonal skills to simplify, explain, and disseminate scientific information to a wide range of audiences and skill levels to achieve agreement and support among partners to influence forest conservation and restoration practices.
- Experience collecting, manipulating, analyzing, interpreting, and translating scientific and spatial data.
- Experience preparing reports of findings.
- Experience communicating with diverse groups via written, spoken, and graphical means in English and other relevant languages.

DESIRED QUALIFICATIONS

- Experience working with community-based forest restoration partnerships, collaborative groups, or other multi-stakeholder, cross-organizational natural resource projects.
- Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.
- Experience with ecologically based wildland fire (prescribed fire and/or wildfire) planning and implementation.
- Working knowledge of GIS and relevant software tools for statistical and spatial analysis and modeling.
- Strong knowledge of computer technology and common software applications.
- Attention to detail.
- Ability to meet deadlines.
- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- Managing time and diverse activities under deadlines while delivering quality results.

- Working knowledge of common software applications (e.g.; Word, Excel, PowerPoint, Zoom/MS Teams, Web browsers) and ability to use provided computer technology to enhance the quality of work.

SALARY INFORMATION

Estimated starting salary: \$62,500 - \$68,600/annually, dependent on qualifications and experience.

TO APPLY

To apply for job ID **50805** submit your resume and cover letter online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is January 26, 2022] at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

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 people of diverse backgrounds, beliefs and culture. 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, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with *Request for Accommodation* in the subject line.

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. |
| Drives for Results | Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance. |
| 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.