

POSITION DESCRIPTION



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| POSITION TITLE | Northern Great Plains Rangelands Program Director |
| JOB FAMILY | Conservation |
| JOB NUMBER | 250005 / Program Director |
| SALARY GRADE | 7 |
| STATUS | Salaried |
| LOCATION | Rapid City, SD or other location in Western USA |
| DATE | January 2020 |

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 Northern Great Plains Rangelands Program Director (Program Director) will facilitate cross-state coordination among The Conservancy, rancher-led coalitions, individuals and other partners in support of the North America Sustainable Grazing Lands Strategy. The Program Director will collaboratively identify needs, opportunities, and strategies for keeping the ranching community and economy healthy across the northern Great Plains.

ESSENTIAL FUNCTIONS

The Program Director will enhance and accelerate collaboration with producer groups and conservation partners, develop products and cross-boundary relationships that add value to the grazing community at the regional scale. The Program Director will lead a project that will connect the four TNC Chapters of the NGP (South Dakota/North Dakota, Nebraska, Montana and Wyoming), the North America Sustainable Grazing Program, and the respective Great Plains, Rocky Mountain, and Pacific North West Divisions with rancher-led coalitions across political boundaries. The Program Director will develop financial instruments and mechanisms to aid in transferring ranch ownership to the next generation. They will de-incentivize grassland conversion by collaboratively identifying and developing tools that level the playing field between grazers and row-crop agriculture. They will also provide a nexus between rancher groups and TNC corporate partners to test and implement practices that improve the economic, ecologic, and social value proposition within the beef supply chain.

RESPONSIBILITIES & SCOPE

- Facilitates and develops cross-boundary work and relationships with TNC operating units, rancher-led coalitions, conservation partners and industry.
- Collaboratively develops innovative risk-management tools and policies for adoption by the ranching industry
- Coordinates with North America Sustainable Grazing and Science teams to accelerate adoption of Integrated Ranch Management Plans throughout the Great Plains
- Convenes rancher-led coalitions and agricultural lenders to identify and develop programmatic solutions to overcome barriers for young/emerging-ranchers
- Engages with the TNC Indigenous Landscapes and Communities Program to identify new partnership opportunities
- Leads multi-disciplinary efforts to influence beef supply chain mechanisms toward measurable outcomes in the northern Great Plains
- Establish and maintain optimal standards of performance for the program while controlling costs and administering budgets.
- Responsible for ensuring that public and private funds are raised to meet program needs.
- Frequently makes independent decision based on analysis, experience, and context.

MINIMUM QUALIFICATIONS

- BA/BS degree and 5 years' experience in conservation practice or equivalent combination of education and experience.
- Experience managing complex or multiple projects, including staffing, workloads and finances under deadlines.
- 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.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- 6-7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Demonstrated experience influencing, developing and implementing conservation policy and plans.
- Knowledge of current trends and practices in relevant discipline(s) and regions.

- Knowledge of methods and standards of biodiversity information systems and initiatives or related field.
- Communicating clearly via written, spoken, and graphical means in English.
- Demonstrated experience in fundraising.
- Politically savvy.

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.

Auto Safety policy

We expect this position will travel 25 -50% time and will require a valid driver's license and compliance with the Conservancy's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." Please see further details in the Auto Safety Program document available at www.nature.org/careers.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which will include a review of the prospective employee's motor vehicle record.

HOW TO APPLY

To apply to position number 48484, 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 February 27, 2020.

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. If you experience technical issues, please refer to our [applicant user guide](#) or contact applyhelp@tnc.org.

The successful applicant must meet the requirements of The Nature Conservancy's background screening process.

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 all genders with 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.