

Conservation Forester

Who We Are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. 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. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

What We Can Achieve Together:

The Kentucky, Virginia, and Tennessee Chapters of the Nature Conservancy seek an energetic conservationist for the position of Conservation Forester to strengthen the Central Appalachians Forest conservation programs. The position location is flexible (remote work/home office) but requires frequent and regular travel throughout the Central Appalachian region in Eastern Kentucky, Eastern Tennessee, and Western Virginia. This position will lead forest management program delivery, planning, and communications with private and public landowners, and implementation of forest inventories and tasks associated with existing and developing conservation forestry programs, including the Family Forest Carbon Program (FFCP), Working Woodlands, and a Regional Conservation Partnership Program (RCP) using the Healthy Forest Reserve Program. The position will also ensure the Conservancy's Forest practices balance sustainability and a commitment to long-term forest resiliency while demonstrating proof of concept for novel economic models of forest conservation in the Central Appalachians.

We're Looking for You:

Essential Functions

- The Conservation Forester provides technical leadership and support to forest conservation programs within the Central Appalachians in Eastern Kentucky, Eastern Tennessee, and Western Virginia by planning, directing, and implementing forest management programs.
- Has a deep understanding and provides technical assistance and management assistance for the Family Forest Carbon Program, Working Woodlands Program, and the Healthy Forest Reserve Program.

- Assists teams with developing, monitoring, and implementing forestry and carbon projects and leading regional efforts to identify and implement Natural Climate Solutions relating to conservation forestry.
- Collaborate with regional teams, Kentucky, Tennessee and Virginia staff to coordinate community support, and implement a variety of strategies to secure public and private support for TNC conservation priorities.
- Work with all Kentucky, Tennessee and Virginia staff to assess timber on proposed acquisition tracts, manage forest operations and general preserve management, as a secondary job function.

Responsibilities and Scope

- Serves as a key member of the Family Forest Carbon Program Pilot and Healthy Forest Reserve Program implementation teams in Kentucky, Virginia, and Tennessee and gains a deep working knowledge of the programs.
- Conducts landowner, partner, and community engagement, including communicating program goals and objectives and facilitating enrollment in key programs.
- Works within/manages a budget to complete projects, negotiate and oversee contracts with vendors, and assist with budget development and grant management.
- Develops methods for and implements forest and ecological inventories, develops certified forest management plans, and carbon opportunity summaries for private landowners, partners and TNC preserves.
- Assists Kentucky, Virginia, and Tennessee with occasional forest inventory and assessment and property management projects outside of those listed above.
- Collects and analyzes various types of data including GPS data and produces basic maps using GIS software.
- Serves on the Natural Climate Solutions Central Appalachians working group, with future opportunity to step into a leadership role.
- Ensures program compliance with internal policies and external requirements, including annual monitoring and reporting.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

If you're looking for a career where you can find meaning and purpose, come join our Chapter as the Conservation Forester! Not only will you fulfil conservation objectives in the beautiful states of Kentucky, Tennessee, and Virginia, but you'll contribute to conservation goals through many networks!

What You'll Bring:

- Bachelor's degree and 3 years' experience in forestry, natural resource management or similar field or equivalent combination of education and experience.
- Experience negotiating complex agreements.
- Experience with conservation forestry.
- Experience supporting a team that has used prescribed fire as a tool for ecological/forest management.
- Experience completing tasks independently with respect to project management, budgets and timeline(s).

- Communication skills experience, both written and verbal, including communicating to the public and/or media.
- Experience using Microsoft Office; Outlook, Word, Excel, GPS, and ArcGIS and/or similar applications.
- Experience performing physical work outdoors in all conditions.
- Must have valid driver's license and experience operating 4 x 4 vehicles on remote forest roads.

DESIRED QUALIFICATIONS

- Master's degree in forestry.
- Experience or knowledge with forest carbon programs.
- Certified Forester preferred. Experience with forest management and restoration planning and forest certification programs.
- Knowledge of land management conservation practice and conservation science.
- Ability to explain conservation practices to technical and non-technical audiences.
- Experience with ecosystem service markets, specifically forest carbon credit markets.
- Experience with prescribed fire, invasive species control, and recreational/trail management.
- Knowledge of the natural history and ecosystems of the Central Appalachians.
- Experience supervising staff or volunteers.
- Experience in development and implementation of program trainings.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on nature.org/careers.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

Our 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, address important issues, 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 strengthen 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 stakeholders. 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.

Auto-Safety Policy:

This position requires 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 may include a review of the prospective employee's motor vehicle record.

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 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, 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.

Benefits:

The Nature Conservancy offers a competitive, comprehensive benefits package including; health care benefits, flexible spending accounts, 401(k) plan including employer match, accrued paid time off (including annual, personal, and sick leave), life insurance, disability coverage, employee assistance program, other life and work wellness benefits. Benefits may be subject to generally applicable eligibility, waiting period, contribution, and other requirements and conditions. Learn more about our benefits at

nature.org/careers. We're proud to offer a work-environment that is supportive of the health, wellness, and flexibility needs of the people we employ.

Apply Now:

To apply for job ID 52365, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. 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.

Do you have military experience? Visit our U.S. [Military Skills Translator](#) to match your military experience with our current job openings!

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.

Where legally permissible, TNC requires all new employees to be fully vaccinated and willing to keep up to date with vaccines that protect against COVID-19. By accepting an offer of employment, you agree to comply with this requirement, unless you are entitled to a legally mandated exemption.

For Internal Reporting:

Technical Title: Conservation Practitioner IV

Position Title: Conservation Forester

Job Family: Conservation

Internal Job Code: 450004

Salary Grade: 5

Status: Salaried

PeopleSoft Job ID Number:

Date: May 2022