The Nature Conservancy

Director of Forest Conservation – Indiana Chapter

Become a force for nature and a healthy planet by joining The Nature Conservancy!

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 use a collaborative approach that engages local communities, governments, the private sector, and other partners to make a positive impact around the world in more than 70 countries, all 50 United States, and your backyard.

With a 60-year history, an energized and passionate staff, and 11,000 committed members, the Indiana Chapter of the Nature Conservancy is a hub of innovation, using science and collaboration to drive conservation success that is relevant around the world. Our conservation work in Indiana contributes significantly to the Conservancy’s global initiatives. We have protected over 100,000 acres of prairies, wetlands, forests, and other natural areas across the state so that people and nature can thrive. The hardwood forests of Indiana are a significant asset; not only ecologically, but also as a contributor to the economic productivity of the state. The Nature Conservancy uses a range of methods to secure the long-term viability of Indiana’s forests.

The Director of Forest Conservation is a leadership position that will influence how that is done and combine ecological knowledge, persuasive communication, and an understanding of business principles to advance forest conservation in Indiana. They will establish the Conservancy as a major conservation partner within forestry; define conservation priorities; lead and manage a dedicated team to support and improve forest conservation efforts; and build strategic, scientific, and technical capacity in the field.

The Director works strategically within forest conservation, land protection, forest carbon, and partnership management with government agencies including USFS, DNR DoF, as well as NGOs, and university researchers. They act as the primary communicator regarding TNC’s view of forest conservation issues and interests; develop key partnerships to identify and resolve technical issues and widely communicate solutions and best practices; develop innovative scientific methods, analyses, tools, and frameworks to address the natural system needs; and engage community support for local conservation efforts. The Director provides oversight and guidance as the “Executive Director” of the Forest Bank, a financial incentive program for the conservation and management of private lands. They are responsible for the financial oversite of their program and will assist Development and Marketing staff as needed to support fundraising and outreach efforts.

This is a full-time position with some flexibility to location within Southern Indiana. It includes a competitive benefits package and a compensation range that begins at $75,900 annually and is commensurate with experience.

The ideal candidate will have a background and track record of success that includes:

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<th>Minimum Qualifications</th>
<th>Desired Qualifications</th>
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<td>• BA/BS degree and 7 years’ experience in conservation practice or related field; or equivalent combination of education and experience.</td>
<td>• Multi-lingual and multi-cultural or cross-cultural experience appreciated.</td>
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<td>• Fundraising experience, including identifying donor prospects and donor cultivation.</td>
<td>• Bachelor’s degree in Forestry from a Society of American Foresters accredited institution.</td>
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<td>• Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.</td>
<td>• 7-10 years’ experience in forestry, wildlife management, or natural resources.</td>
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<td>• Supervisory experience, including motivating, leading, setting objectives and managing performance.</td>
<td>• Knowledge of fire ecology and experience with prescribed fire management.</td>
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<td>• Experience developing partnerships with non-profit partners, community groups and/or government agencies.</td>
<td>• Demonstrated experience influencing, developing, and implementing conservation policy and plans.</td>
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<td>• Experience negotiating.</td>
<td>• Knowledge of current trends and practices in relevant discipline(s) and regions.</td>
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<td>• Must have and maintain a valid driver’s license.</td>
<td>• Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.</td>
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For a complete position description and to apply, visit [http://www.nature.org/careers](http://www.nature.org/careers) and search for Job ID# 51633. Deadline to apply is 11:59 PM EDT, June 24, 2022.

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, 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.
Want a glimpse of Life inside TNC?

TNC is the leading private conservation organization in the world and one of the largest non-profits in the United States. We are proud to offer a work-environment that is supportive of the health, wellness, and flexibility needs of the people we employ.

For those located in the U.S., please see a summary of our benefits below.

HEALTH, WELLNESS, & LIFE

- Comprehensive Insurance: Medical | Vision | Dental
- Same-sex spouse and domestic partner medical coverage
- Pre-tax health and dependent day care flexible spending accounts
- Health saving accounts (if electing HDHP)
- Life and accidental death and dismemberment insurance
- Adoption, surrogacy and assisted conception benefits
- Employee Assistance Program
- Pre-paid legal Service
- Business travel and accident insurance
- Long and short-term disability insurance
- Crisis fund for colleagues
- Rethink (a program to support parents and their families with children who have learning, social and behavioral challenges diagnosed or undiagnosed)
- Pre-tax transit pass program
- Resources for financial wellness
- Support for emotional and physical well-being

FLEXIBILITY

- Annual, personal, and sick leave
- Telecommuting, flextime, and compressed work weeks
- Paid holidays that can be used flexibly
- Paid parental leave

REWARDS

- 401(k) eligible, you can elect to defer money as soon as 30 days from hire and will be auto-enrolled after 60 days or opt-out. As well as eligible for an 8% employer match after one-year service and at 3-years of total service/100% vested.
  - Rehire Adjustment Service Date – your former periods of work, paid by TNC** count towards the 1-year match & the 3-year vesting requirements to be 100% vested in the employer match. Only a regular status of former work periods applies to the annual leave SOP for earning time.
- Competitive pay
- Employee discounts on apparel, wellness vendors, fitness programs and other merchandise through partner programs
- Learning & development opportunities and classes

*These lists are not comprehensive and are subject to detailed plan documents and may change at any time at employer discretion. Employee contributions required on some of the above.

** (Does not include AmeriCorps) and/or volunteer positions

The Nature Conservancy

WORK YOU CAN BELIEVE IN

nature.org/careers