

Seascapes Director

Who We Are:

The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is guided by our values, which include a [commitment to diversity](#) and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life #insideTNC. Want to know more? Check out our [TNC Talent playlist on YouTube](#) to hear stories from staff or visit [Glassdoor](#).

The Nature Conservancy first commenced operations in Australia in 2002. Since that time TNC Australia has grown significantly and now conducts projects in all Australian states and territories. Our work focuses on four conservation strategies – Outback (including our work with many Indigenous Aboriginal & Torres Strait Islander peoples, supporting their efforts to manage their Country for its cultural and conservation values); Oceans (including our nation-wide critically endangered shellfish reef building program in the bays and estuaries of southern Australia, from Perth to Noosa); Nature and Agricultural Landscapes (including innovative water funds in the Southern Murray-Darling Basin); and Protection (working with partners, including governments, to achieve protection, restoration and improved management of 30% of our oceans and 30% of our lands by 2030). To learn more about our work in Australia visit www.natureaustralia.org.au.

What We Can Achieve Together:

The Seascapes Director leads a nation-wide team of marine project managers and experts in implementing our Oceans strategy. They are accountable for leading the delivery of this internationally awarded program of coastal habitat restoration for the benefit of people and nature. The Seascapes Director reports to the Director of Conservation (Australia) and is a member of the Conservation Management Team along with other conservation team directors and managers.

We're Looking for You:

The Seascapes Director heads the TNC Australia Seascapes Team and oversees the implementation of the Oceans strategy (one of three primary conservation strategies at TNC Australia) and all aspects of its conservation planning, resource prioritization, project implementation and development. They provide technical and subject matter expertise to TNC Australia on issues relevant to our Oceans strategy with a particular focus on the restoration of the lost shellfish reefs of temperate Australia, from Perth to Noosa.

The Seascapes Director develops key partnerships with public and private organisations in the furtherance of our Oceans strategy. This may include identifying and resolving strategic conservation issues, widely communicating solutions and best practices, developing innovative scientific methods,

analyses, tools and frameworks to address natural system needs. They negotiate complex and innovative solutions with government agencies, business, other conservation organizations, funding bodies, Indigenous People and local communities.

In this role, you will:

- Executes, reviews and reports on strategy within an Australia, Asia Pacific and global conservation framework common across TNC.
- Manages 4+ direct reports and a team of around a dozen Seascapes staff located across metropolitan and regional Australia. Implements mentoring and professional growth opportunities for staff.
- Accountable for the delivery of existing oceans projects including shellfish reef and kelp restoration, and blue carbon projects.
- With support from volunteer and executive leaders of TNC Australia, develop and lead planning to ramp up shellfish reef restoration to meet one of our key conservation commitments – 60 new shellfish reefs by 2030.
- Manage the Oceans budgets of TNC Australia.
- Identifies new business opportunities and promotes TNC as a global leader in Oceans conservation when required.
- Works closely with the Director of Development and the Policy & GR Director to source and steward government and philanthropic fundraising opportunities across Australia.
- Writes proposals for funding grants or contracts.
- Frequently makes independently strategic decisions based on analysis, ambiguous information, risk management and context.
- Negotiates complex agreements, in a political environment.
- Frequent domestic and occasional international travel and flexibility to work evening and weekend hours if required.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

What You'll Bring:

MINIMUM QUALIFICATIONS

- Bachelor of Science degree and 7 years' experience in marine conservation practice or related field or equivalent combination of education and experience.
- Fundraising experience, including identifying donor prospects and donor cultivation and stewardship.
- Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.
- 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

- PhD in marine biology or similar field.
- 7-10 years' experience in conservation practice or equivalent combination of education and experience.
- Multi-cultural or cross-cultural experience, particularly in relation to First Nations Australians, appreciated.
- Politically savvy with experience working in or with government departments.
- Strong communication and presentation skills.
- Strong interpersonal skills, including ability to negotiate, influence, and persuade.
- Proficient in interpreting guidelines and manipulating, analysing, and interpreting data.
- Demonstrated experience influencing, developing and implementing conservation policy and plans.
- Knowledge of current trends and practices in marine conservation and restoration in Australia.
- Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity information systems and initiatives or related field.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.

****Please address the Minimum qualifications in your cover letter. Applications without a cover letter will not be considered.**

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, savings 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!

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

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.

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.

For Internal Reporting:

Job Title: Program Director II
 Job Family: Conservation
 Internal Job Code: 250006
 Salary Grade: 8
 Status: Full Time, Ongoing
 PeopleSoft Job ID Number: 56498
 Date: March 2025