

Natural Climate Solutions Specialist

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](#).

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 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 and freshwater by 2030). To learn more about our work in Australia visit www.natureaustralia.org.au.

What We Can Achieve Together:

The Natural Climate Solutions (NCS) Specialist is responsible for managing and leading small to large-scale complex NCS projects, and taking a lead role in developing, testing and expanding innovative financial models related to existing and new carbon methodologies in terrestrial, freshwater and marine ecosystems across Australia. Working across different Conservation teams, the NCS Specialist leads TNC Australia's carbon strategy with a particular focus on extension of savanna burning carbon methods, new methods for arid ecosystems, existing and restored vegetation in agricultural landscapes and blue carbon.

We're Looking for You:

The NCS Specialist is responsible for advising and leading the growth of TNC Australia's carbon and nature positive strategies including existing blue carbon projects, further development of the savanna burning carbon opportunities across northern and central Australia, and new opportunities in working landscapes. In partnership with senior conservation staff, they lead the expansion of TNC's carbon strategy including establishment of new financial concepts, geographies, methodologies, and markets. They assist with engaging and working with government agencies and private sector stakeholders to

help secure new support and investment to implement TNC's NCS initiative as described in TNC Australia's Playbook. They are responsible for establishing project goals and success factors, and develop project plans, budgets, metrics and schedules with support from key stakeholders and team members including TNC Australia's restoration scientists and project managers.

The NCS Specialist critically assesses project scope and objectives, ensuring all risks and dependencies are addressed in the project plan in order to deliver successful project results that support the achievement of TNC Australia's 2030 target outcomes. They perform risk management, issue resolution, and conflict management, and collaboratively solve complex problems. They utilize project management methodologies and processes and ensure all organizational and divisional standards are met. They act as a resource to other staff including project managers on a wide variety of issues related to NCS.

RESPONSIBILITIES & SCOPE

- Oversee and implement growth of TNC Australia's NCS Initiative including blue carbon projects, further development of the savanna burning carbon opportunities across northern and central Australia, and new opportunities in working landscapes.
- Act independently and in supervisor's stead, as needed; exercise independent judgment to identify and solve problems.
- Coordinate the work of cross-functional, cross-divisional teams towards desired outcomes.
- Demonstrate sensitivity in handling confidential information.
- Develop and implement new initiatives that will ensure goals and strategies are achieved.
- Ensure programmatic commitments, TNC policies and procedures, financial standards, and legal requirements are met and managed for compliance; decisions may bind the organization financially or legally.
- May manage or participate in complex negotiations.
- Travel occasionally, working long and flexible hours as needed.
- Work is diversified and may not always fall under established practices and guidelines.
- Must be able to work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.

What You'll Bring:

- 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.
- 2 years of project management experience or 1 year acting as a project lead.
- Experienced completion of coursework or other training on project management principles.
- Experience managing scheduling and financial aspects of small to large projects that range from short to long term.
- Experience in carbon methodologies and other Natural Climate Solutions, ideally in Australia.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- 5-7 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 and other relevant languages.
- Experience developing and managing large-scale carbon projects in Australia based on Australia's Emissions Reduction Fund methodologies.
- Experience in one or more of the following a) blue carbon or wetland restoration; b) working with and supporting Indigenous groups or c) the implement carbon projects in agricultural landscapes.
- Experience in business development, grant writing and working with the private sector.
- Experience applying systems thinking and working with a wide range of internal and external stakeholders to find natural climate solutions to complex problems.

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!

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 I
 Job Family: Conservation
 Internal Job Code: 250005
 Salary Grade: 7
 Status: Salaried
 PeopleSoft Job ID Number: 55288
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