

Seascapes Conservation Officer

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 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 Conservation Officer coordinates and implements significant coastal habitat restoration projects in Western Australia, including estuarine habitat restoration in the Swan-Canning Estuary. Working as part of a national team, projects coordinated by the Seascapes Conservation Officer may include restoration of imperilled marine habitats (including shellfish reefs), foreshore erosion mitigation projects and/or restorative aquaculture initiatives. This role will have a strong community engagement focus, working closely with project partners, community and Indigenous groups.

The Seascapes Conservation Officer reports to the WA Conservation Coordinator and will work closely with team members of TNC Australia's Seascapes Program in a team-based management matrix. They will also engage with a range of other team members and functions across the Australia Business Unit, such as communications, business development and finance, to achieve their project objectives collaboratively.

The position will be based at TNC's Perth office, in Claremont.

We're Looking for You:

If you're looking for a career where you can find meaning and purpose, come join our Chapter as the Seascapes Conservation Officer. Not only will you fulfill conservation objectives in the beautiful state of WA, but you'll contribute to conservation goals through many networks!

We're looking for a passionate and dedicated person for this role, where the primary responsibilities include:

- Coordinating project planning, including compiling management plans and interfacing with TNC's Smartsheet's project management system
- Undertaking budget management, including forecasts and tracking
- Leading and supporting the implementation of restoration projects, including convening governance arrangements, securing necessary permits, contractor procurement, contracting and overseeing the delivery restoration works
- Coordinating volunteer activities and contractors.
- Project reporting, including to funders and project stakeholders.
- Leading and supporting community and stakeholder engagement, including with Indigenous groups, through Information Sessions and engagement with industry, other non-government organisations, research institutions and the wider community.
- Leading and supporting the implementation of monitoring, evaluation and learning activities, including field work.

What You'll Bring:

- Bachelor's or vocational degree in natural resource management, coastal restoration, aquaculture or similar field, and at least 3 years' related experience.
- Experience coordinating multi-faceted projects to completion.
- Relationship building experience to work closely with a variety of partners, i.e., media, government officials, internal scientists.
- Experience building and maintaining partnerships with diverse stakeholders.
- Experience synthesising diverse information and writing project plans and reports to a high standard.
- Must have a valid driver's license. Please indicate this in your resume.

DESIRED QUALIFICATIONS

- Ability to complete tasks independently with respect to timeline(s).
- Experience working with Indigenous groups and/or under-represented ethnic groups.
- Experience managing volunteers, undertaking field work and a willingness for occasional travel.
- Ability to explain conservation practices and science to technical and non-technical audiences.

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, a savings plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, and 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: Conservation Practitioner V

Job Family: Conservation

Internal Job Code: 450004

Salary Grade: 5

Status: Salaried

PeopleSoft Job ID Number: 55294

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