A LITTLE ABOUT US

Founded in 1951, 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 are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

YOUR POSITION WITH TNC

The New Jersey Chapter of the Nature Conservancy is working across the state to help both people and nature thrive in the face of climate change. This includes improving the health and resilience of our coastal habitats to best be able to benefit coastal communities through flood reduction, improved water quality, and other ecosystem service benefits. The Coastal Projects Manager will lead the development, implementation, and promotion of conservation plans and projects focused on helping to reduce flood risk to coastal communities. Potential projects types include, but are not limited to, salt marsh enhancement and/or restoration; prioritizing the implementation of nature-based solutions for flood reduction at the local and/or regional scale; and green infrastructure for storm water management in coastal communities.

ESSENTIAL FUNCTIONS

The Coastal Projects Manager will provide technical leadership and support to the Coastal Program of the New Jersey Chapter. In order to best address critical threats to coastal systems and communities, the Coastal Projects Manager will need to apply a scientific approach to restoration work coastwide. In addition, s/he will need to be able to lead many project partners with a range of fields of expertise; ensure monitoring and documentation of project success; and communicate results to a variety of audiences. Duties include leading, developing and/or participating in collaborative partnerships and interactions with elected and appointed government officials, non-profit organizations, media, and other key audiences on matters pertaining to TNC’s climate adaptation priorities. This includes working to promote different techniques through the sharing of lessons learned; engaging in partnership discussions focused on nature-based solutions; and the development and participation of creative partnerships with key partners and stakeholders to further increase implementation across the state. The position will be located in Delmont, NJ.

RESPONSIBILITIES & SCOPE

Working closely with the Director of Coastal & Marine Programs, other Chapter leadership and staff, and other TNC Chapters across the United States, the Coastal Projects Manager will:

- Work with partners and stakeholders to advance the implementation of nature-based solutions throughout New Jersey, including leading project teams, soliciting public support, and ensuring adequate monitoring of projects to determine their success and benefits.
- Promote key lessons-learned to improve policies and practices around implementing nature-based solutions to help reduce flooding and other climate risks to coastal communities.
- Participate in internal working groups and communities of practice around promoting the implementation of nature-based solutions.
- Work within/managed a budget and timeline to complete project deliverables, negotiate and contract with vendors, assist with budget development, and meet fundraising targets.
• Lead partnerships with other NGOs, state and federal agencies, local communities, individual landowners, businesses, and academics to complete major coastal projects and improve enabling conditions to support nature-based solutions.
• Leverage and influence public and private funds to further the prioritization and implementation of nature-based solutions.
• Perform tasks with minimal supervision and makes independent decisions based on analysis, experience and judgment.
• Ensure compliance with internal policies and external requirements.
• May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
• May supervise staff with responsibility for performance management, training and development.

MINIMUM QUALIFICATIONS

• BA/BS, law or business degree and 5 years’ experience in environmental sciences, natural resource management, coastal engineering, restoration ecology or related field or equivalent combination of education and experience.
• Experience identifying, initiating, designing, implementing and managing complex on-the-ground restoration projects with multiple project partners and stakeholders.
• Experience using applications such as Microsoft Word, Excel, and Web Browsers.
• Experience in partnership development with non-profit partners, community groups and/or government agencies.

DESIRED QUALIFICATIONS

• MS or advanced degree in environmental sciences, natural resources management, coastal engineering, restoration ecology, or related field.
• Knowledge of current trends, policies, and/or practices in coastal sciences, conservation, or restoration.
• Demonstrated experience establishing excellent working and cooperative relationships with diverse groups, including land owners, business and industry, state/local/federal agencies, other non-profit partners, the academic community, donors, board members, and the general public.
• Demonstrated ability to explain conservation practices to technical and non-technical audiences, including gaining stakeholder input and approval of conservation projects.
• Significant demonstrated experience leading partnerships to complete major restoration projects and/or achieve targeted conservation outcomes.
• Excellent communication skills via written, spoken and graphical means in English and other relevant languages, including experience communicating with the public and/or media.
• Completing tasks independently with respect to timeline(s).
• Demonstrated experience influencing without authority and navigating in ambiguous circumstances.
• Demonstrated ability to be proactive and apply adaptive management.
• Demonstrated ability to provide leadership in various situations.
• Politically savvy.
• Supervisory experience.

ORGANIZATIONAL COMPETENCIES

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<th>Builds Relationships</th>
<th>Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.</th>
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<tr>
<td>Collaboration &amp; Teamwork</td>
<td>Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.</td>
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<td>Communicates Authentically</td>
<td>Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.</td>
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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 men and women 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 orientation, gender identity, military or veteran status or other status protected by law.
Develops Others
Takes ownership to help develop others’ skills, behaviors, and mindsets to help them maximize their workplace contributions.

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 stakeholder. 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.

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

HOW TO APPLY
For more information and to apply, please visit www.nature.org/about-us/careers and search for recruitment ID #46796 in the keyword search. Submit resume and cover letter separately using the upload buttons. All applications must be submitted in the system prior to 11:59 p.m. Eastern Time on Friday, September 7, 2018.