

## POSITION DESCRIPTION



<b>POSITION TITLE</b>	Aquatic Restoration Manager
<b>JOB FAMILY</b>	Conservation
<b>JOB NUMBER</b>	450005
<b>SALARY GRADE</b>	6
<b>STATUS</b>	Salaried
<b>DATE</b>	December 2021

### A LITTLE ABOUT US

Since 1951, The Nature Conservancy (TNC) has been doing work to conserve the lands and waters on 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 build a world in which people and nature thrive.

The Maine Chapter is The Nature Conservancy's fourth oldest chapter, founded in 1956 by Rachel Carson and other leading Maine citizens concerned about the loss of wildlife habitat. More than 8,000 families, foundations and corporations have helped the Maine Chapter play a role in protecting over 2,400,000 acres of Maine's most important lands. TNC owns and manages some 273,000 acres in Maine, including the largest system of nature preserves in the state.

We're rooted in our Mission and guided by our Values, which include a Commitment to Diversity and Respect for People, Communities, and Cultures. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there are lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. To learn more, visit [www.nature.org/maine](http://www.nature.org/maine) or follow @nature\_press on Twitter.

Although you'll see requirements in our postings, we recognize that people come with talent and experiences outside of a job. Passion, innovation, and diversity are all key components to advancing our Mission and we encourage you to apply.

### THIS POSITION WITH TNC

The Aquatic Restoration Manager advances the priorities and successes of the Maine Chapter's Freshwater and Climate Adaptation Programs by scaling up river and stream restoration projects statewide and beyond. They support aquatic, nature-based, climate solutions, by leveraging strategic partnerships, collaborations, decision-support technologies, and funding in priority communities and watersheds statewide. This position will report to the Freshwater Program Director to manage key river and stream restoration projects and programs statewide to achieve direct ecological and community benefits. The position will be based out of the Brunswick, ME office with flexibility to work remotely 2-3 days/week.

### ESSENTIAL FUNCTIONS

The Aquatic Restoration Manager provides technical leadership and support to The Nature Conservancy in Maine by supporting the development and implementation of strategies and plans in close collaboration with the Freshwater Program Director and Climate Adaptation Program Director that leverage river and stream restoration efforts at watershed and statewide scales. Projects will primarily address barriers to aquatic organism passage (AOP) and flood-risk and resilience; including road-stream crossings, tributary and main-stem dams, and may also include floodplain and coastal habitat restoration. The Aquatic Restoration Manager will employ a full range of restoration, networking, and management expertise to identify and select priority projects and broad-reaching strategies. They will actively engage and coordinate with a broad range of public and private partners, including NGOs, federal and state agencies, tribal nations, municipalities, and private landowners towards more significant restoration implementation. The Aquatic Restoration Manager will assist in securing public and private funding, garnering public support from local communities for restoration projects, supporting development of engaging communications materials, and fostering learning within the state, region, and broader conservation community.

### RESPONSIBILITIES & SCOPE

- Collaborate with existing state and federal grant programs to maximize the number of awarded projects that effectively upgrade road-stream crossings that are high priorities for aquatic biodiversity and climate risk.
- Oversee management and updates to restoration project prioritization technologies via existing databases related to aquatic connectivity restoration; support development of integration with other relevant databases (i.e., flood risk) and pursuit of focused outreach strategies to leverage use of these data and decision support tools by partners.
- Identify new opportunities for funding mechanisms that support aquatic connectivity restoration and where possible also increasing community safety and reducing climate risk. This will entail working with TNC's Government Relations staff and the Climate Adaptation Program Director to influence allocation of state and federal funding and advance restoration implementation of these projects.
- Work closely with government, academic, non-profit and private partners to maintain collaborative relationships and ensure cooperation and support of program goals.
- Oversee project management, including managing partners, budgets, subcontractors, timelines, and concurrent project implementation--of select current/ongoing aquatic connectivity projects.
- Ensure financial responsibility which includes working within and managing a complex budget to complete projects.
- This employee may be required to negotiate, draft, and manage contracts for engineering design, project construction and managing contractors to obtain project completion.

- Engage in learning, practicing and sharing principles of equity, diversity, and inclusion, and using these principles in communication and decision-making.
- Under minimal supervision, make independent decisions based on analysis, experience, and context.
- Be ready to safely, although only occasionally work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

### MINIMUM QUALIFICATIONS

- BA/BS degree and 5 years' experience in natural resource management or project management **or combination of education and experience**
- Experience negotiating complex agreements.
- Supervisory experience.
- Experience in partnership development with non-profit partners, community groups, academic institutions, Tribal Nations, municipalities and/or government agencies.
- Communicating clearly via written, spoken, and graphical means.
- Experience using common software applications such as Microsoft Word, Excel, PowerPoint and Web Browsers.

### DESIRED QUALIFICATIONS

- Experience and/or course work in the ecology, management, environmental engineering, and restoration of freshwater ecosystems, and of the current trends and practices in restoration and conservation.
- Bachelor's degree in science-related or natural resource management-related field and 5-7 years' experience, or equivalent combination.
- Experience communicating effectively and respectfully with a diversity of partners in government, non-profit and business organizations and with the public.
- Experience coordinating multiple projects with several variables, setting realistic deadlines, managing timeframes and completing tasks independently.
- Experience designing, negotiating, and managing contractual agreements between federal, non-profit and private business partners or willingness to learn.
- Specialization in aquatic habitat restoration, freshwater and/or coastal ecology, and/or fisheries restoration is desired.
- Specialization in project and contract/sub-contractor management is particularly desired.
- Experience with the State of Maine and U.S. Army Corps of Engineers permitting process a plus.
- Experience with databases including GIS software applications is a plus.
- Excellent communication skills via written, spoken and graphical means and ability to explain conservation practices to technical and non-technical audiences.
- Multi-lingual skills and multi-cultural or cross-cultural experience is a plus.
- Flexibility to adapt and change course frequently as program requirements dictate.

### ORGANIZATIONAL COMPETENCIES

<b>Builds Relationships</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>Collaboration &amp; Teamwork</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>Communicates Authentically</b>	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>Develops Others</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
<b>Drives for Results</b>	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.
<b>Leverages Difference</b>	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.

*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 with 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.*

**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.

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

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