

Job Posting

Coastal Nature Based Solutions Strategist



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](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

What We Can Achieve Together:

The Nature Conservancy seeks to restore ecological resilience of the Gulf of Maine and its coastal habitats by working collaboratively with partners to advance nature-based approaches to conservation and restoration along Maine's coast. Our comprehensive suite of conservation strategies is designed to support climate resilience, improve ecosystem function, promote sustainable fisheries, transform ocean management, and support coastal communities in the Gulf of Maine. Reporting to the Climate Adaptation Director, the Coastal Nature Based Solutions Strategist provides leadership for the development of a Nearshore Conservation Strategy that identifies the highest leverage opportunities to promote ecosystem function, climate resilience and risk reduction in coastal Maine. They will have an interdisciplinary background in ecology, conservation, or nearshore ecosystems functions with the ability to communicate complex scientific concepts to a broad audience to move theory to action. *This is a grant funded position and is a two-year term limited position with benefits including but not limited to comprehensive medical, dental and vision, hybrid work options, and a flexible work schedule.*

The Coastal Nature Based Solutions Strategist provides leadership to the Maine Ocean Program and an interdisciplinary internal TNC team to develop a nearshore conservation strategy. As part of the strategy development, they will participate in internal and state-wide conversations on nearshore restoration and conservation of a broad array of habitats, and the co-benefits of these projects, including but not limited to biodiversity enhancement, climate risk reduction, and blue carbon sequestration potential. This position will conduct a comprehensive assessment of the current nearshore conservation landscape in Maine to develop a state-wide strategy for coastal habitat restoration reflective of TNC's mission and values. This position will interact directly with State, Federal, Tribal, Municipal, and NGO partners to ensure this strategy provides benefits to communities.

We're Looking for You:

Want to help save the planet? Through the efforts of The Nature Conservancy, over 2,400,000 acres in Maine have been preserved for people and nature. 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. TNC currently owns and manages some 300,000 acres in Maine, including the largest system of nature preserves in the state. From the mountains to the sea, the Maine Chapter is dedicated to conserving the natural resources that make Maine unique. This is an exceptional career opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

What You'll Bring:

- BA/BS, law or business degree and 5 years' experience in natural resource management or related field **or equivalent combination of education and experience.**
- Experience negotiating complex agreements.
- Supervisory experience.
- Experience communicating with the public and/or media both in writing and verbally.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.

DESIRED QUALIFICATIONS

- Knowledge of coastal management conservation practice and conservation science.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Strong organizational skills.
- Ability to explain conservation practices to technical and non-technical audiences.
- Knowledge of current trends and practices in conservation, coastal management, and climate resilience.
- Completing tasks independently with respect to timeline(s).
- Excellent communication skills via written, spoken, and graphical means in English.

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 1 34-hour work week, 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: Coastal Nature Based Solutions Strategist
 Job Family: Conservation
 Internal Job Code: 450005
 Salary Grade: 6
 Salary Range: \$60,000-\$65,000
 Status: Salaried
 PeopleSoft Job ID Number: 52075
 Date: August 2022