

The Nature Conservancy

JOB DESCRIPTION

POSITION TITLE:	DIRECTOR, OCEAN & COASTAL CONSERVATION/RI
JOB TITLE:	PROGRAM DIRECTOR I
JOB FAMILY:	Conservation
JOB NUMBER:	250005
SALARY GRADE:	7
FLSA STATUS:	Exempt

BASIC QUALIFICATIONS:

- BA/BS degree and 5 years experience in conservation practice and policy in field relevant to marine science and marine resource conservation or equivalent combination of education and experience.
- Experience managing complex or multiple projects, including staffing, workloads, and finances under deadlines.
- Experience in written and verbal communication.
- Supervisory experience.

ESSENTIAL FUNCTIONS:

The Director, Ocean and Coastal Conservation directs all aspects of the Marine and Coastal conservation priorities of the Rhode Island Operating Unit. S/he serves as the principle contact to government agencies, other conservation organizations, foundations and the academic community. The Director is responsible for creating and implementing a communications/media relations plan to support the chapter's Ocean and Coastal Programs. This position reports to the State Director, has supervisory responsibilities and may direct the work of conservation staff not reporting to the position but dedicated to Marine strategies.

- Establishes the Conservancy as a major conservation partner within the area of responsibility
- Defines conservation priorities in the area of responsibility
- Leads and manages team which supports and improves marine and coastal conservation efforts
- Builds strategic, scientific, and technical capacity in the field
- Develops key partnerships with public and private organizations in order to identify and resolve technical issues and to widely communicate solutions and best practices
- Develops innovative scientific methods, analyses, tools and frameworks to address the natural system needs
- Engages local community support for local marine and coastal conservation efforts
- Develops and implements marine and coastal conservation strategies
- Develops and oversees grant administration
- Advances regional approaches to marine & coastal conservation in Southern New England
- Supports Global marine conservation efforts
- Identifies communication needs and opportunities and develops overall communications strategies

REQUIRED KNOWLEDGE AND SKILLS:

- BA/BS degree and 5-7 years experience in conservation practice 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
- Developing practical applications of scientific concepts and technical innovations for conservation purposes
- Knowledge of methods and standards of biodiversity information systems and initiatives
- Motivating team members, setting goals, and leading efforts

- Delivering practical, adaptable products and services to customers
- Knowledge of politics and society with respect to environmental affairs
- Managing time and diverse activities under deadlines while delivering quality results
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages
- Demonstrated experience in fundraising
- Successful experience in developing, directing and managing multiple projects.
- Demonstrated supervisory experience, including the ability to motivate, lead, set objectives and manage performance.
- Successful experience in partnership development (partners, community, government, etc); political savvy.
- Proven interpersonal, communication and negotiation skills.

COMPLEXITY/PROBLEM SOLVING:

- Diagnoses complex problems and identifies creative solutions
- Interprets guidelines, evaluates information, and modifies processes to adapt to changing circumstances
- Manages and prioritizes tasks from multiple sources
- Designs, implements, and directs complex and diverse projects, encompassing multiple programs and coordinating the work of other professionals, inside and outside the organization. Incorporates cross-disciplinary knowledge to support program objectives
- Negotiates complex agreements, sometimes in political environments
- Develops and implements creative ideas to improve overall performance in conservation strategies
- Formulates, evaluates, and decides broad organizational policies and long-term programs

DISCRETION/LATITUDE/DECISION-MAKING:

- Ensures program accountability and legal compliance
- Assesses decisions' potential impact on colleagues' work, public image, scientific credibility and financial and legal standings
- Makes decisions based on incomplete or ambiguous information and accepts associated risks
- Makes independent strategic decisions frequently based on analysis, experience and judgment
- Makes strategic decisions based on analysis, experience and judgment.

RESPONSIBILITY/OVERSIGHT – FINANCIAL AND SUPERVISORY:

- Manage multi-disciplinary administrative and professional staff, with responsibility for performance management, training and career development. Establish clear directions and set stretch objectives.
- Responsible for operating within budget guidelines to ensure sound financial performance. Develop and administer departmental budget and has authority to modify budget based on changing circumstances.
- Establish and maintain optimal standards of performance for the department or program while controlling costs and administering budgets.
- Responsible for ensuring that public and private funds are raised to meet program needs.
- Develops long-term strategies and achieves strategic goals and objectives
- Builds cooperation from outside parties to accomplish program goals

COMMUNICATIONS/INTERPERSONAL CONTACTS:

- Builds cooperative relationships and collaborates with diverse groups, including land owners, conservation partners, government officials, donors, board members, and the general public, to recruit support for the Conservancy and publicize Conservancy efforts
- Commands attention, changes tactics midstream as necessary, and manages group processes during presentations or discussions
- May speak with and in front of varied audiences on scientific topics and the Conservancy's mission
- Ability to establish excellent working relationships with outside partners, state/local/federal agencies, land managers, private landowners and the academic community.
- Work effectively in high-tension situations and maintain composure under pressure. Diffuses high-tension situations comfortably

- Work and communicate effectively with a diverse group of people, including scientists, preserve staff, and others, providing and obtaining needed information
- Ability to articulate lessons learned regarding conservation initiative successes and failures
- Ability to simplify and explain complex scientific data to general audiences

WORKING CONDITIONS/PHYSICAL EFFORT:

The Director, Ocean and Coastal Conservation may work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. These conditions may:

- require occasional physical exertion and/or muscular strain
- present occasional possibility of injury

This position may also:

- require frequent travel domestically and/or internationally
- require evening and weekend hours

The Nature Conservancy is an Equal Opportunity Employer.