

Director of Stewardship

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 in Connecticut has a team of approximately 35 people developing and implementing innovative solutions to the greatest environmental challenges across the state. We strive to tackle the world's dual crises of climate change and biodiversity loss in partnership with the communities we work in, that rely on nature for their livelihoods, recreation, health, and traditions. Collaboration, innovation, passion, and a shared vision for our future lie at the heart of what we do. TNC's Connecticut Chapter offers Nature Fridays and has a collaborative work environment. We prioritize professional development and promote from within. We also know how to have fun, with planned and impromptu social time with colleagues, including a beach day and hike day. You will find a culture here at TNC that both inspires conservation achievement and supports personal growth, in the workplace and beyond.

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 Director of Stewardship (DoS) leads and manages strategic land stewardship and preserve accessibility work in Connecticut to ensure meaningful, equitable, and lasting contributions to The Nature Conservancy's (TNC) ambitious goals for nature and people and to comply with Land Trust Alliance Standards. They lead a team of staff to set priorities across a portfolio of 110 easements and 55 preserves -- one of which is among TNC's most visited in the U.S. -- and represent TNC as a major partner with state agencies, tribes, and other conservation organizations, co-managing and collaborating with these other land managers.

The DoS works closely with the Director of Conservation Programs and land protection, legal, and fund-raising staff. The DoS leads a team of 7 stewardship professionals, managing a heavy workload of multiple projects and activities; they guide them to set priorities and meet deadlines while ensuring their safety, and cultivate a collaborative dynamic of learning, innovation, and problem solving. The DoS also manages the team's performance, training, and career development. The DoS addresses requests and issues that arise with landowners, neighbors, and partners, seeking resolution while maintaining constructive relationships, in consultation with their team, legal, and land protection staff. They incorporate equitable stewardship and develop and cultivate collaborative, cross-boundary stewardship with other entities, including state agencies, tribes, NGOs, and municipalities.

The DoS oversees and manages a portfolio of annual budgets and component projects. They identify and facilitate projects and draft and update management plans to strategically manage lands for resilience. They advise staff and partners on best practices for managing conservation lands, and on ecological and land management considerations associated with land transfers and acquisitions. They coordinate with Chapter conservation staff on opportunities to optimize TNC lands in support of additional outcomes and relationships and are a resource and advisor on best practices for managing conservation lands. The DoS supports the fundraising team in raising public and private funds to build long-term sustainability of the stewardship program and communicates and promotes stewardship outcomes and activities to development and marketing efforts. The DoS represents the Connecticut Chapter on TNC's Northeast Division and North America Region stewardship and lands work groups and adjust CT's stewardship strategies as we learn and adapt.

They may work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. This is a hybrid position, based out of the New Haven, Connecticut office.

We're Looking for You:

Are you looking for a career to help people and nature? Guided by science, TNC in Connecticut creates innovative, on-the-ground solutions to our world's toughest challenges so that people and nature can thrive together. 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 degree and 7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Fundraising experience, including identifying donor prospects and donor cultivation
- Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies.
- Experience negotiating.

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, 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: Program Director II

Job Family: Conservation

Internal Job Code: 250006

Salary Grade: 8

Status: Salaried

PeopleSoft Job ID Number:

Date: May 2022