

Conservation Practitioner IV Pearl Jackson Crosstimbers Preserve

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 Pearl Jackson Crosstimbers Preserve Conservation Practitioner performs and participates in preserve operations including the maintenance, management, development and coordination of conservation and land management programs.

In the role, you will maintain preserve areas frequented by the visiting public, remove exotic species and/or monitor and research species, maintain tools and equipment, operate heavy machinery, and oversees cattle grazing infrastructure such as water sources and fencing. You may oversee technicians and volunteers to accomplish conservation programs and preserve maintenance and may assist with outreach and education events on and off the preserve. As part of this role, you may work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

Responsibilities and scope

- Coordinate and implement stewardship tasks that support conservation goals of the preserves, such as invasive species management, rotational grazing, trail maintenance, and restoration projects.
- Assist with contract management, partner and vendor coordination, and project implementation and assist with grant reporting tasks.
- Maintain and operate tools and equipment (e.g. lawn mower, chain saw, tractor, skid steer, two-way radio, ATV, UTV, sprayers, fire equipment, etc.)
- Identify, map, treat, and monitor invasive plants
- Monitor and maintain cattle fences and water sources
- Conduct ecological monitoring of plant and animal communities
- Assist with prescribed fire operations under guidance of burn boss
- Use GPS technology (field tablet, handheld GPS unit) to support mapping and monitoring projects
- Maintain preserve areas frequented by the visiting public including mowing, road maintenance
- May oversee seasonal technicians and volunteer groups
- Assist with basic maintenance and management of the preserve and facilities
- Interface professionally and effectively with preserve neighbors, private landowners, partners, and volunteers to garner trust and support of grazing, restoration, and fire programs within the community.

Work Environment and Schedule

- May work under minimal and/or distant supervision; may make some independent decisions based on analysis, experience, and context.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
- Schedule is flexible, weekend and evening work is necessary at times
- On-site housing is NOT available on the preserve at this time
- Responsible for addressing and/or coordinating maintenance and repairs at the preserve

We're Looking for You:

If you are ready to leave your mark for generations to come and participate in building a preserve from the ground up, we are looking for you.

From grasslands to forests, rivers to mesas, we envision an Oklahoma where our rich natural heritage is valued and protected, and people are inspired to conserve nature for future generations. If you envision nature in the same way we do, we'd love to have you join our team!

What You'll Bring:

MINIMUM QUALIFICATIONS

- One (1) year related experience in ecological land management or similar field, BA/BS/AS/Technical or vocational degree in science-related field, or equivalent combination of education and experience
- Ability to act in accordance with our [code of conduct](#); be respectful of differences of identity and/or beliefs, and successfully work across those differences to meet work objectives.
- Experience operating and maintaining various types of equipment and heavy machinery, e.g. lawn mowers, 4-wheel drive vehicles, power tools, grass trimmers, tractors, tracked loader, trailers, etc.
- Must have a valid driver's license.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Experience using Geographic Information Systems (GIS) and Global Positioning Systems (GPS).
- Experience in Prescribed burning and/or wildfire suppression and desire to advance in NWCG fire qualifications.
- Must serve on the Oklahoma business's unit fire crew and requires the ability to meet and maintain Prescribed Fire Crew Member (RXCM) annual physical fitness requirements of the moderate level (25-pound pack test result of 2 miles in 30 minutes or less). If not already qualified, must pursue FFT2 or higher qualifications, including coursework and experience requirements. See the Conservancy's Fire Management Manual for a full explanation of qualification requirements: <http://www.tncfiremanual.org/BurnBoss.htm>.

DESIRED QUALIFICATIONS

- 1 – 2 years related experience in ecological land management or equivalent combination of education and experience.
- Multi-lingual skills and multi-cultural or cross-cultural experiences are appreciated.
- Some experience managing volunteers or entry level staff.
- Ability to recognize plant and animal species of Oklahoma and Southern Great Plains ecosystems to complete preserve management activities.

- Knowledge/understanding of current trends and practices in Crosstimbers/ Riparian conservation, land management and natural resource preservation/conservation or similar field.
- Ability to complete tasks independently with respect to timeline(s).
- Qualified as a Fire Fighter Type 1 (FFT1) and/or Incident Commander Type 5 (ICT5) Or Willingness to pursue FFT1 or higher qualifications See the Conservancy's Fire Management Manual for a full explanation of qualification requirements: <http://www.tncfiremanual.org/firefighter.htm>

We recognize that women, visible minorities, Indigenous peoples, people with disabilities and other equity-deserving groups are less likely to apply if they do not match most of the qualifications. The Nature Conservancy finds strength in diversity of backgrounds, lived experiences, knowledge, and identities. We strongly encourage those interested who bring new perspective to apply.

What We Bring:

We provide a competitive benefits package which includes: comprehensive health care plans (3 options to fit your needs,) flexible spending accounts (medical and dependent care,) a 401(k) plan including employer match (8% after 1 year!) 8 weeks paid parental leave, up to 10 days of accrued paid time off in the first year, 2 personal days, 10 holidays, and 10 days to attend to health needs, life insurance (2x salary,) short and long-term disability coverage, employee assistance program, and other life and work wellbeing benefits. Learn more about our benefits at in the Culture Tab on nature.org/careers.

We also offer an environment supportive of empowering our employees, amplifying an equitable workforce, and creating opportunities to participate Employee Resource Groups. We're proud to offer a flexible work environment that supports of the health and well-being of the people we employ.

Since 1951, TNC has been doing work you can believe in. Through grassroots action, we have grown from a small non-profit into 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 and partners, we impact conservation around the world!

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.

Salary Information:

The starting pay range for a candidate selected for this position is generally within the range of \$22.00/hour to \$24.00/hour for base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

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:

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Status: Hourly
PeopleSoft Job ID Number: 54224
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