

Wisconsin Mobile Fire Crew Manager

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 Wisconsin Mobile Fire Crew Manager works with and supervises the Mobile Fire Crew, a squad of three full-time employees. The Mobile Fire Crew and the Crew Manager are responsible for implementation of preserve management plans, including priority land management and prescribed fire activities on sites owned by The Nature Conservancy or conservation partners in Wisconsin and beyond.

In this role, the Mobile Fire Crew Manager functions as both a leader and a member of a work team. The Crew Manager is supervised by the Northeast Wisconsin Conservation Coordinator and will work closely with the Wisconsin Fire Manager and regional land stewards and conservation staff in Wisconsin. This position is responsible for the daily oversight and day-to-day coordination of activities of the Mobile Fire Crew including accomplishment tracking, logistics planning, purchases, equipment preparation, and the overall safety of the crew. As a supervisor, the Crew Manager is also responsible for promoting crew cohesion, approving time and expense reports, and working with each crew member individually to complete TNC's annual performance partnership process.

Activities of the Mobile Fire Crew and the Crew Manager involve preserve operations, restoration, maintenance, and management which may include the following functions:

- The Crew Manager and the Mobile Fire Crew assist TNC staff in the preparation and implementation of prescribed burns in Wisconsin, which may be owned by TNC or other public or private partners (U.S. Fish and Wildlife Service, Wisconsin Department of Natural Resources,

etc.). This may include burn unit prep, fire operations, managing staff and volunteers, maintenance of equipment and supplies, mop up and post-burn monitoring. Based on level of experience and credentials, this position may take on leadership responsibilities during prescribed fire operations (e.g., line lead) as assigned by the burn boss. The Crew Manager works to build and maintain relationships in the professional fire community and in the local community where the Conservancy works. The Crew Manager may also participate in wildland fire suppression activities in partnership with local, state and federal agencies as needed within Wisconsin.

- The Mobile Fire Crew Manager will lead staff and volunteers in implementing priority projects and achieving management goals on TNC Preserves across Wisconsin. Land management tasks include, but are not limited to, invasive species removal through manual or chemical control, timber stand improvement, property monitoring, tree planting, boundary posting, maintaining and repairing equipment and vehicles, and the general maintenance of buildings, infrastructure, and trails. This work will frequently require the use of chainsaws, brush cutters, blowers, and/or heavy equipment such as a skid steer. This work also requires the application of herbicides. The Mobile Fire Crew Manager may also occasionally assist with field trips and events on our preserves.
- Based on qualifications, the Mobile Fire Crew Manager will aide in administering prescribed or wildland fire training and other training (e.g., ATV/UTV) for TNC staff and partners as requested. The Mobile Fire Crew Manager will also help to administer physical fitness testing and contribute to the annual refresher training required by staff for safe and effective fire operations.

The Mobile Fire Crew Manager also assists on prescribed and wildland fire operations in other parts of the United States through TNC's North America Fire program and in collaboration with federal, state, and private partners. This may include participation in wildland fire suppression activities either as a TNC employee, or as a short-term employee of the partner entity (such as an administratively determined, short term federal employee). This position requires the ability to perform physical work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances. The Mobile Fire Crew Manager frequently travels throughout Wisconsin (up to 80% time) and will travel up to 16-weeks annually throughout the United States. Occasional camping may be required.

We're Looking for You:

Do you thrive leading teams in high-pressure, physically challenging environments like on prescribed burns? Are you looking for a career where you can find meaning and purpose in restoring natural landscapes and contributing to conservation in the beautiful state of Wisconsin and beyond? Come join TNC and apply today!

The anticipated start date for this position is January 1, 2024. The Mobile Fire Crew Manager will travel throughout Wisconsin up to 80% time and will travel up to 16-weeks annually throughout the United States. Overtime is anticipated seasonally and when traveling through TNC's North America Fire Program. A successful candidate for this position must meet the National Wildfire Coordinating Group (NWCG) training standards as a Fire Fighter Type 2. The Mobile Fire Crew Manager may work under minimal and/or distant supervision and is expected to make independent decisions based on analysis,

experience and context. We are looking for a strong-self starting leader who will promote crew cohesion and keep the crew engaged and productive.

The Wisconsin Mobile Fire Crew Manager is based out of Baraboo, Wisconsin. This is a full-time position funded for three years with the possibility to extend.

The starting pay range for a candidate selected for this position is generally within the range of \$27.00 to \$30.00 per hour. 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.

What You'll Bring:

- Bachelor's degree and 3 years' experience in natural resource management or similar field or equivalent combination of education and experience.
- Experience managing staff or volunteers.
- Minimum FFT2 qualification. Requirements for FFT2 can be found in the Conservancy Fire Management Manual at <http://www.tncfiremanual.org>.
- Must achieve arduous physical fitness standard as set by the TNC Fire Manual.
- Relationship building experience to work closely with a variety of partners, i.e., media, government officials, internal scientists.
- Experience completing tasks independently with respect to timeline(s).
- Experience with communication via written, spoken and graphical means in English and other relevant languages.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Experience in training.
- Ability to become Wisconsin Pesticide Applicator certified.
- Must have a valid driver's license.

DESIRED QUALIFICATIONS

- NWCG FAL2 qualified, or comparable chainsaw experience
- FFT1/ICT5 qualified highly preferred. Experience in wildfire suppression highly valued.
- Experience operating various types of equipment in a safe and efficient manner (e.g. chainsaw, UTV/ATV or OHV, tractor and implements, drip torch, two-way radio, or similar equipment).
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Ability and willingness to apply science to decision-making and guide activities.
- Knowledge of ecological land management principles.
- Knowledge of current trends and practices in conservation, land management and natural resource preservation.
- Ability to navigate to remote sites with maps, written directions, and GPS.
- Experience with mobile mapping and data collection software such as Field Maps for ArcGIS and Avenza Maps.

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](https://www.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.