

Land Steward

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 Land Steward is responsible for leading the daily operation and management of The Nature Conservancy's Flat Ranch Preserve, H Bar L Ranch and other TNC managed properties elsewhere in eastern and central Idaho. They will also support stewardship program activities such as coordinating and implementing conservation easement monitoring, overseeing farm and ranch leases, developing land and water management plans, responding to landowner inquiries, and maintaining stewardship records across Idaho.

The Flat Ranch Preserve is a 1,600-acre working cattle ranch that is situated along 4 miles of the Upper Henrys Fork River in Island Park, Idaho. The H Bar L Ranch is a 634-acre working cattle ranch located 5 miles north of the Flat Ranch Preserve. The Land Steward will oversee the day-to-day activities of TNC properties including overall property maintenance, public outreach, and other related activities. The position requires safe operation of a variety of equipment (trucks, ATVs, tractor, skid-steer, and trailers). This position is supervised by and will work closely with the Stewardship Program Manager, who oversees TNC's property and easement programs across Idaho. The Land Steward develops strong relationships and key partnerships with Tribes, landowners, local organizations, and government agencies to implement and support these efforts. The position hires, supervises interns, volunteers and possibly other stewardship staff. May require frequent travel regionally, evening and weekend hours. May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

Essential functions:

- Leads stewardship activities at the Flat Ranch Preserve, H Bar L Ranch, and other Conservancy owned and managed lands. This includes weed control, wetlands management, riparian protection, restoration, fence work, facilities management, and grazing management.
- Work with lessees and other staff to oversee implementation of livestock management, grazing plans, and agricultural leases for various preserves and properties.
- Represent TNC in key partnerships to facilitate landscape-scale land and water stewardship and restoration.
- Hires and supervises summer interns and volunteers. May lead or monitor work groups consisting of staff, interns, and volunteers.
- Conveys clear instructions and expectations to other stewardship team members, including volunteers and interns.
- Interacts with preserve visitors, ensures Flat Ranch Visitor Center is staffed and provides basic preserve information. Provides visitors to the preserve a safe and positive experience with TNC.
- Maintaining areas frequented by the visiting public, trail, and grounds maintenance, posting signs, flood irrigation and other tasks.
- Develop and lead outreach projects and public education events including interpretive outings.
- Assist with scientific monitoring/data collection, habitat restoration, including prescribed fire.
- Monitor, map, and control invasive plant species (chemical, physical).
- Maintains facilities, tools and equipment, irrigation systems, barb wire and electric fences
- May organize or lead preserve field trips and tours.
- May work under minimal and/or distant supervision; but maintains clear, regular communications with supervisor.
- Makes day-to-day decisions and resolves typical property management problems.

We're Looking for You:

For over 50 years, The Nature Conservancy has demonstrated that we can play a unique and critical role in shaping and implementing stewardship solutions for the lands and waters of Idaho. We have established ourselves as valued and credible partners and are looking to build on this work in a rapidly changing ecological, social, political, and climatic context. The Land Steward position is a great introduction to a conservation career focused on land and water management across a stunning landscape. During the field season, the Land Steward will work out of the Flat Ranch Preserve office, located in Island Park, ID. The Flat Ranch Preserve is the hub of the Idaho program's conservation efforts in the Greater Yellowstone Area. The landscape hosts several charismatic species, including elk, pronghorn, grizzly bear, wolves, long billed curlews, and others. The Land Steward will oversee all aspects of Idaho's properties, leases, and conservation easements in Eastern Idaho and parts of Central Idaho.

This is an exceptional career opportunity for a highly motivated and team-oriented individual to join our team.

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.
- 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.
- Must have a valid driver's license.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- 3-5 years' experience in natural resource management, similar field or equivalent combination of education and experience.
- Ability and willingness to apply science to decision-making and guide activities.
- Familiarity with principles of land stewardship.
- Knowledge of ecological land management principles.
- Knowledge of current trends and practices in conservation, land management and natural resource preservation.

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: Land Steward
Job Family: Conservation
Internal Job Code: 450004
Salary Grade: 5
Status: Salaried
PeopleSoft Job ID Number: 54860
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