

Floodplains Conservation 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 Floodplains Conservation Manager, in collaboration with the Director of Floodplains Strategies, Kentucky/Tennessee, develops, manages, and advances floodplain conservation programs, plans, partnerships, and methods to deliver scalable conservation. The Floodplain Conservation Manager will be responsible for project delivery and relationship development with conservation partners, private landowners, and water conservation stakeholders state-wide with a primary focus in the tributary systems of the Lower Ohio and Mississippi Rivers. Conservation targets in this geography include large river systems, slow meandering sloughs, open water wetlands, and vast tracts of bottomland hardwood forest. This position seeks to find balance between productive agricultural systems, development, and the ecosystems that provide abundant, clean water, sequester greenhouse gases, mitigate flood impacts, and provide habitat for wildlife and recreation. This position will assist with development and implementation of projects including reforestation and wetland restoration of voluntarily retired marginal farmland and restoration of altered hydrology for floodplain functionality. While this position will focus on the geography of western Kentucky and Tennessee, there is also a strong connection with TNC's Mississippi River Basin Whole System Program in which this person will be connected to collaborate at a much larger scale.

We're Looking for You:

The Floodplain Conservation Manager provides technical leadership and support to the Director of Floodplain Strategies, Kentucky/Tennessee, as well as the Kentucky and Tennessee Field Offices, and partnerships across Kentucky and Tennessee. Key partnerships will include the Natural Resources Conservation Service, US Army Corps of Engineers, Kentucky, and Tennessee natural resource agencies, West Tennessee River Basin Authority, and many others. The Floodplain Conservation Manager will help implement the Kentucky and Tennessee five-year Strategic Plans in service to The Nature Conservancy's 2030 goals. This role will be critical in the creative process of planning, implementation, and management of projects with our partners focused on floodplain restoration and protection. The Floodplain Conservation Manager will be responsible for writing and

implementing contracts, grant proposals, grant reports, project communication, managing budgets, and meeting multiple deadlines. They will be responsible for building and maintaining community support, fostering partner relationships, and assisting our conservation partners with project delivery. Most of the Floodplain Conservation Manager's responsibilities will be related to conservation delivery in western Kentucky and Tennessee; however, partnerships and projects will include other important floodplain geographies across the lower portion of the Mississippi River Basin. This role will serve a critical function in delivering floodplain conservation as a part of cross-cutting teams in Kentucky, Tennessee, and the Mississippi Basin.

Responsibilities & Scope

- Facilitate key floodplains partnerships with outside parties to accomplish program goals.
- Financial responsibility may include working within/managing a budget to complete projects, negotiating, and contracting with vendors, assisting with budget development, and meeting fundraising targets.
- Under minimal supervision, makes 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.
- May supervise technical, administrative, and professional staff with responsibility for performance management, training, and development on projects.
- Works collaboratively in a team and partnership environment to advance mutual conservation goals.
- Develops and secures grant funding to support project implementation.
- Responsible for simultaneously managing multiple projects to ensure timeliness and completion of deliverables.
- Conducts frequent travel across western Kentucky and Tennessee and less frequent travel to other portions of the states and region. There will be occasional travel outside of the region.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

This position is funded and approved for two years from date of hire. TNC will perform an annual review of funding and communicate changes to this timeframe, as applicable, directly with the employee. The duration of this position is fully dependent upon availability of funding and program success. The Floodplain Conservation Manager should be centrally located in western Kentucky or western Tennessee and travel is estimated at 25%.

What You'll Bring:

- BA/BS in natural resources related field, law or business degree and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.
- Experience building partnerships and working on collaborative teams.
- Project management experience.
- Experience, coursework, or other training in floodplain and wetland conservation and flood risk reduction science and practices.
- Experience explaining conservation practices and concepts to technical and non-technical audiences.
- Experience completing tasks independently with respect to timeline(s).
- Experience communicating via written, spoken, and graphical means in English and other relevant languages.

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.

Auto-Safety Policy:

This position requires a valid driver's license and compliance with the Conservancy's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." Please see further details in the Auto Safety Program document available at www.nature.org/careers.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which may include a review of the prospective employee's motor vehicle record.

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.

Apply Now:

To apply for job ID 53854, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

The successful applicant must meet the requirements of The Nature Conservancy's background screening process.

Do you have military experience? Visit our U.S. [Military Skills Translator](#) to match your military experience with our current job openings!

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.

An attractive salary and benefits package is part of TNC's value proposition to our employees. TNC strives to provide competitive pay and bases salaries on the geographic location of the role committing to being equitable across groups and providing hiring salary ranges when possible.

Since we support flexible and remote work for our employees, many positions have a flexible location within countries where we're registered as a Non-government Organization and established as an employer. This may mean we're unable to provide a hiring salary range in the posting for some of our positions. However, candidates invited to be part of our interview process will be provided their location specific range upon request.