



LOCATION	Burns, OR
POSTING DATE	5/16/22
APPLICATION DEADLINE	6/20/22
JOB ID NUMBER	51535

Rangeland Scientist Position Description

ABOUT US

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. 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. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, excellent benefits, flexible work policies and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

All TNC staff based in the U.S. or a U.S. Territory are required to be fully vaccinated against COVID-19. Proof of receiving one of the vaccines approved in the U.S. (Pfizer, Moderna, or Johnson & Johnson) shall be a condition of employment and must be provided prior to starting work. TNC is an Equal Opportunity Employer, and reasonable accommodations for candidates who cannot be vaccinated due to a valid medical or religious reason will be considered.

YOUR POSITION WITH TNC

The Rangeland Scientist works as a member of a team in Eastern Oregon to advance conservation of shrub-steppe and other rangeland habitats and provides technical and scientific support and leadership for conservation strategies. They work with other staff, public and private landowners, the USDA Agricultural Research Service and Oregon State University researchers and others to identify and implement projects that maintain rangeland habitats across Eastern Oregon and they maintain partnerships that may include people and organizations in other western states. They work closely with TNC's multi-state Sagebrush Sea program to support strategies across western TNC Business Units (BUs). They supervise staff and foster a collaborative team approach both within The Nature Conservancy and externally with conservation scientists, agency professionals and other rangeland managers.

ESSENTIAL FUNCTIONS

Applied Science to Support Conservation, Restoration, and Policy (50%)

The Rangeland Scientist convenes, supervises and works with colleagues and partners to develop and apply science tools and information to advance the Innovative Restoration and Resilient Rangelands strategies within the Oregon BU, as well as other efforts related to conservation goals of the BU. The Rangeland Scientist provides science leadership concerning semi-arid rangeland ecosystems in Oregon and within the Conservancy's larger western Sagebrush Sea effort. The Rangeland Scientist serves as a science advisor in the TNC Sagebrush Sea program. The Rangeland Scientist coordinates with conservation science partners at the Eastern Oregon Agricultural Research Center to develop and implement strategies to advance common goals. They conduct scientific surveys and research, write reports, and develop proposals in order to design, manage and oversee

conservation projects within the Oregon BU. The Rangeland Scientist will work with conservation and government relations staff and partners to develop and promote science-based rangeland policy that advances conservation objectives.

Advancing Science (25%)

The Rangeland Scientist will work both independently, with colleagues, and supervise staff to advance conservation science in rangeland systems; this may include convening and facilitating interdisciplinary collaborations, developing new tools, testable strategies and approaches, and leading scientific inquiry and problem-solving related to conservation and restoration. Advancing science includes searching for alternative ways to approach and solve conservation problems.

Communication (25%)

The Rangeland Scientist will communicate scientific findings and syntheses and the scientific basis for conservation priorities and actions to the general public, partners, media, and the scientific community. They will coordinate with conservation science partners and TNC colleagues to develop and implement communication strategies advancing common objectives. Communication channels will include but are not limited to peer-reviewed literature, other published materials and maps, presentations at meetings and conferences, news media, and field tours. They will also work with other Conservancy departments including government relations, marketing, philanthropy, and volunteer programs to educate and inspire Oregonians on the importance of conservation.

RESPONSIBILITIES & SCOPE

- Working closely with the Eastern Oregon Conservation Director and other team members, develop adaptive management plans, conceptual models and design ecosystem conservation strategies seeking a variety of partners and input that achieves identified conservation outcomes.
- Design and implement monitoring, evaluation, and learning plans for rangeland related strategies within the Oregon Strategic Plan. Evaluate and contribute to the evidence base supporting rangeland conservation strategies, including natural, physical, and social sciences.
- Develop and manage the scientific evidence base to support rangeland conservation and restoration strategies across Oregon.
- Deliver high quality tools, biodiversity data, field services and trainings to staff and partners
- Design and implement experiments relative to program area.
- Supervise staff with a commitment to inclusivity, fostering the value of diverse perspectives and creating a psychologically safe team environment.
- Create, build, and maintain effective collaborations with academic, NGO, agency, tribal, and industry scientists in natural, physical, and social science disciplines.
- Coordinate fieldwork and logistical support for research, project development and monitoring.
- Develops work plans and project budgets.
- Manages multiple grants, awards and contracts.
- Coordinate with colleagues and partners across other western states.
- Makes independent decisions based on analysis, experience and judgment.
- Represents The Nature Conservancy in public forums. Tailors communications with partners, donors and supporters and general public via public presentations, social media, and one on one meetings, working closely with Oregon BU external affairs/marketing staff.
- Travels up to 20% domestically, evening and weekend hours occasionally
- Must work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- Master's Degree in science related field and 2 years of experience or equivalent combination of education and experience.
- Experience managing staff, project, workloads and finances under deadlines.
- Experience with management and ecology of western rangeland habitats, and their associated ecological processes and projected climate change impacts, especially related to fire, grazing and the effects of invasive species

- Experience synthesizing, interpreting and communicating scientific information to both science and non-science audiences.
- Experience preparing reports of findings.
- Record of peer reviewed publications in scientific journals.
- Experience working and communicating with a wide range of people.
- Strong knowledge of common environmental science software applications (e.g., Arc GIS, R, MS Office).

DESIRED QUALIFICATIONS

- Multi-language skills and multi-cultural or cross-cultural experience appreciated.
- PhD Degree in science related field and 4 or more years related experience in developing and directing applied science (research, adaptive management, or related natural resources planning and implementation) OR equivalent combination of education and experience.
- Commitment to practical solutions to conservation challenges for nature and people. Experience designing and conducting applied studies to inform immediate and long-term conservation actions.
- Communicating clearly via written, spoken and graphical means in English and other relevant languages.
- Demonstrated experience with advanced quantitative and statistical analysis techniques
- Ability to negotiate and develop work programs with external partners including agencies, academics, and tribes.
- Demonstrated ability to lead multi-disciplinary teams incorporating natural, physical, and social sciences.

SALARY INFORMATION

Estimated starting salary: \$70,000 - \$76,330/annually, dependent on qualifications and experience.

TO APPLY

To apply for job ID **51535**, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is 6/20/2022 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

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 culture. 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 orientation, gender identity, 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.

ORGANIZATIONAL 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, 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 maximize 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 stakeholder. 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.

This description is not designed to be a complete list of all duties and responsibilities required for this job.