

Chesapeake Bay Agroforestry Specialist



Office Location:

The preferred location for this position is South-Central Pennsylvania or Easton, Maryland, with the flexibility for a home-based office within driving distance of these locations.

Who We Are:

The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is guided by our values, which include a [commitment to diversity](#) and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life #insideTNC. Want to know more? Check out our [TNC Talent playlist on YouTube](#) to hear stories from staff or visit [Glassdoor](#).

One of TNC's primary goals is to cultivate an inclusive work environment so that employees around the globe have a sense of belonging and feel that their unique contributions are valued. We know we'll only achieve our mission by hiring and engaging a diverse staff that reflects the communities in which we work. Recognizing that people bring talent and skills that have been developed outside the scope of a job, we take a holistic approach to recruitment that considers life experience in addition to the professional requirements listed in our postings. Please apply – we'd love to hear from you. To quote a popular saying at TNC, "you'll join for the mission, and you'll stay for the people."

What We Can Achieve Together:

Join our Chesapeake Agriculture Team! Our work is focused on improving water quality and building climate resiliency in a way that supports a thriving agricultural community across the Chesapeake Bay watershed. This position will be part of either the Pennsylvania/Delaware Chapter or the Maryland/ DC Chapter depending on location and will advance projects across the Chesapeake Bay with a focus in South-Central Pennsylvania, Maryland, and Delaware.

The Chesapeake Bay Agroforestry Specialist will support a 5-year USDA Partnership for Climate Smart Commodities (CSC) Grant ("Expanding Agroforestry Production & Markets for Producer Profitability and Climate Stabilization"), designed to promote regenerative agroforestry practices by incentivizing farmers, developing markets, conducting measurement, reporting, and verification (MRV), and otherwise creating the enabling conditions for the rapid growth of agroforestry practices. Through the advancement of this project and working closely with our Chesapeake Agriculture team, they will also assess the opportunity and feasibility of integrating agroforestry into our Chesapeake Bay Agriculture strategies.

This project is focused on advancing the implementation of alley cropping, silvopasture, and windbreaks through incentive payments directly to producers for installation. This position will be responsible for reporting on project progress, milestones, and challenges; effectively communicating with producers, delivering technical support services to growers through one-on-one and group settings, and identifying opportunities to scale adoption of agroforestry across all agricultural production systems in the Chesapeake Bay watershed.

We're Looking for You:

The Chesapeake Bay Agroforestry Specialist will make an impact in conservation by advancing agroforestry in the Chesapeake Bay by collaborating with regional and national partners, performing outreach, and engaging landowners, providing technical assistance, and supporting project implementation, evaluating opportunities to scale adoption, and reporting on results.

The ideal candidate for this position is passionate about regenerative agriculture and agroforestry, knowledgeable about mid-Atlantic cropping systems, works well independently and as part of a team, is responsible and detail oriented, and has excellent communication skills, both written and verbal. Moreover, the successful candidate shall interact positively and constructively with all farmers, staff, partner organizations, suppliers, customers, and the community at large.

What You'll Bring:

- BA/BS, law or business degree and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Experience communicating with the public and/or media both in writing and verbally.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.
- Knowledge of mid-Atlantic agricultural systems and conservation practices.
- Ability to explain agroforestry and other conservation practices to technical and non-technical audiences
- Knowledge of current trends and practices in conservation, land management, and natural resource preservation.
- Experience working with farmers and landowners
- Completing tasks independently with respect to timeline(s)
- Valid Driver's License

Desired Qualifications

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages
- Experience in training and curriculum design
- Experience negotiating complex agreements

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 also 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!

The information in this posting is not designed to be a complete list of all duties and responsibilities required for this job.

Additional Job Information:

This is a full-time, salaried, term position with an annual evaluation for extension for the term of the CSC 5-year grant.

Salary:

The starting pay range for a candidate selected for this position is generally within the range of \$64,000 to \$80,000 for annual base salary based on a candidate's specific geographic location. 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.

Apply Now:

To apply for job ID 54041, 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 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.

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.

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.