

Job Posting



Conservation Coordinator

Office Location:

The preferred location for this position is Easton, Maryland, with the flexibility to work from home several days a week.

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 Conservation Coordinator will join The Nature Conservancy's Chesapeake Bay Agriculture Program and work to enable collaborative success within The Delmarva Wetland Partnership. The Delmarva Wetland Partnership is a collaborative effort between The Nature Conservancy, Ducks Unlimited, The United States Department of Agriculture's Natural Resource Conservation Service, United States Fish and Wildlife Service and Maryland Department of Natural Resources. Our organizations work together to leverage complementary expertise and capacity toward accelerating natural habitat restoration across Maryland, Delaware and Virginia's Delmarva Peninsula. Our programs have already collectively implemented over 4,000 acres of wetlands across Delmarva to date and we're looking to do more!

The Conservation Coordinator will serve as a central organizing unit of the partnership, helping to facilitate workstreams across various team's efforts. The Coordinator's efforts will enable efficient and effective progression of workflows across the project pipeline, from landowner outreach, to project design and permitting, and ultimately implementation. They will coordinate project workflows with diverse and geographically disparate partnership members; support data input and reporting; manage grants; and help teams to navigate and identify project opportunities and hurdles. They may work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances. This is a 3-year grant-funded position with a salary between \$48,000 - \$52,000. Compensation will be based on skills and experience.

We're Looking for You:

By joining the Maryland/DC Agriculture Program, you will become part of a group that is a force for nature and people. Our team consists of a dedicated group who are among those leading the effort to promote agricultural sustainability and resilience across the Chesapeake Bay Watershed. This is an exciting opportunity to learn about wetland restoration firsthand and be part of a successful multi-organizational team that provides opportunities for future career growth. We seek a Conservation Coordinator who can complement and build on our team's existing strengths. For this position, we're looking for a Coordinator who...

- Will apply their passion for and/or experience in wildlife habitat, restoration, or agriculture conservation and federal or state conservation funding programs.
- Can communicate effectively with diverse groups involved in restoration including landowners, natural resource professionals, scientists, and non-conservation staff across diverse organizations.
- Can manage their time effectively to meet deadlines and partner requests while also working proactively across multiple projects and teams to identify and address barriers simultaneously.
- Can manage and organize large amounts of data, ensure data quality, and create summary reports and graphs.
- Can offer creative solutions about new and better ways to accelerate progress toward our conservation goals.
- Is excited to enthusiastically engage in new and diverse tasks as the need arises.
- Sees opportunities to help both nature and farmers thrive.

TNC and apply today!

What You'll Bring:

- Bachelor's degree in biology, ecology, natural resources management or related field and 2 years related work experience or equivalent combination of education and experience.
- Experience with Microsoft Office suite.

- Experience coordinating multiple projects.
- Experience handling standard business communications.

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.

Apply Now:

To apply for job ID 54191, 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.