

## POSITION DESCRIPTION



<b>POSITION TITLE</b>	Director, Global Climate Adaptation
<b>JOB FAMILY</b>	Conservation
<b>JOB NUMBER</b>	250013
<b>SALARY GRADE</b>	10
<b>STATUS</b>	Salaried
<b>DATE</b>	September 2021

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### A LITTLE 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.

Although you'll see requirements in our postings, we recognize that people come with talent and experiences outside of a job. Passion, innovation, and diversity are all key components to advancing our Mission and we encourage you to apply.

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 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 Nature Conservancy's (TNC) vision of a world where people and nature thrive depends on bold, strategic action to tackle climate change. During this critical decade, we must leverage our strengths and reputation as a science-based, nonpartisan conservation organization to influence ambitious climate policy, deploy robust field projects, and increase the visibility, effectiveness, and financing of nature as an essential component of climate solutions. As climate impacts increase in severity and breadth, climate adaptation is needed at an unprecedented scale. Communities around the globe remain unprepared and exposed to the harmful impacts of climate change.

The Global Climate Adaptation Program Director (Adaptation Director) provides strategic leadership and oversees all aspects of TNC's global program to make nature-based solutions an essential and central component of climate adaptation efforts. Under the supervision of and working closely with the Global Managing Director for Climate and the Chief Climate Scientist, they will be responsible for the development and implementation of a global adaptation program strategy to catalyze widespread, global uptake of nature-based solutions as a cost-effective solution for buffering people from climate impacts. The Adaptation Director will be responsible for building strong external and internal TNC partnerships to ensure the execution of strategy globally across multiple programs and business units, will lead a team of global colleagues, and will also be responsible for working closely with colleagues across TNC whose focus is to deploy and scale nature-based solutions for climate adaptation.

### ESSENTIAL FUNCTIONS

#### Strategic Leadership

- Lead the refinement, formalization, coordination, and support for the execution of TNC's global Adaptation strategy and program, including developing a robust and scientifically sound theory of change, to accelerate and scale the deployment of nature-based Adaptation solutions around the globe. This will require successfully aligning science, activities, and outcomes globally and in the field with a broader organizational Adaptation strategy.
- Orchestrate and support TNC's global delivery of nature-based adaptation efforts. Drive TNC's global adaptation portfolio and influence external actors to help achieve a substantial portion of TNC's specific 2030 climate adaptation goal to protect 100 million people around the world through optimizing alignment of global scaling levers (finance, policy, markets, technology, science, strategic communications), activities, and outcomes in the field, and through key partnerships and influencing approaches.
- Provide strategic thought leadership and guidance on TNC's engagement of the private and humanitarian sectors, disaster risk reduction community, and innovative finance to scale and mainstream the deployment of nature-based solutions globally. Engage collaboratively with TNC regions, External Affairs, Impact, Finance and Markets, and the other two global priority teams: Protect Oceans, Lands and Waters, and Provide Food and Water Sustainably, and other relevant managing directors and business units, to support their adaptation strategies and ensure their rigor and capacity to scale.
- Partner with the Global Managing Director for Climate, the Chief Climate Scientist, the Indigenous People and Local Communities team, and the Director of Equitable Conservation, to build a just, equitable, inclusive, positive, collaborative, integrated, and disciplined approach to achieve TNC's Adaptation program impact at a scale and pace commensurate with relevant timelines to avoid risks and harms associated with climate change impacts.
- Work closely with the Global Managing Director for Climate, the Climate Director of Development, and colleagues across global and regional teams to fundraise globally for climate adaptation.
- Represent TNC with donors, partners, and the media to raise the profile of nature as a powerful climate adaptation solution.

- Adaptively manage strategies over time to integrate the evolving body of climate science.

### **Conservation Portfolio Management**

- Provide leadership to support nature-based demonstration projects and cross-border Adaptation strategies, abating climate impacts for people and serving as prototypes for future work.
- Support regional colleagues in deploying nature-based solutions in the field and work with colleagues to quantify the economic, social, and ecological benefits of nature-based solutions to help build the case for scale.
- In close collaboration with Adaptation science and Conservation Metrics team, monitor and provide regular reports on the overall impact of TNC's Adaptation-related evaluations and ensure management responses are formulated and implemented, and that learnings are disseminated.

### **People Management and Internal Partnerships**

- Build and directly manage a global Adaptation team that supports the deployment of adaptation projects around the world, addresses barriers to, and engages in advancing levers of scale – including insurance, other financial incentives, and the humanitarian sector.
- Develop and maintain strong collaborative relationships with other global priority teams, such as Global Science, External Affairs, Provide Food and Water Sustainably, and Protect Oceans, Lands and Waters, to maximize contributions to TNC's 2030 goals.
- Develop, service and maintain a strong community of practice of global colleagues in regions where nature-based Adaptation solutions are deployed.

### **External Partnerships**

- Develop and enhance the TNC's position as a major partner within the global adaptation community.
- Serve as the principal Adaptation contact and establish productive collaborations with government agencies (in close collaboration with other TNC units for example, Global Science, External Affairs, Regional Teams etc.), other conservation organizations, and foundations.

### **RESPONSIBILITIES & SCOPE**

- Provide high level strategic leadership for all aspects of TNC's adaptation global program.
- Design, implement, and direct complex and diverse projects, encompassing multiple programs and coordinating the work of other multi-disciplinary professionals and teams, inside and outside the organization. Incorporates cross-disciplinary knowledge to support program objectives.
- Participate in the formulation and evaluation of broad policies and/or long-term programs and program strategy, and making decisions, which typically have broad organizational impact.
- Provide direct management and leadership for TNC's global Climate Adaptation team and other staff involved in conduction of Climate Adaptation team led projects.
- Engage closely with TNC's philanthropy team to collaborate with partners and donors in fundraising efforts to support TNC's Adaptation work.
- Communicate Adaptation vision and impact with colleagues, peers, donors, partners and media.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Makes independent strategic decisions frequently based on analysis, ambiguous information, experience and context.
- May require frequent travel domestically and/or internationally and evening and weekend hours.

### **MINIMUM QUALIFICATIONS**

- BA/BS degree and 12 years' experience in development practice or equivalent combination of education and experience.
- Experience with climate change solutions, in particular nature-based solutions for climate adaptation.
- Fundraising experience, including identifying donor prospects and donor cultivation.
- Experience building networks within the climate adaptation community.
- Demonstrated ability to operate effectively in highly matrixed organizations. Experience designing, implementing, and directing complex or multiple projects of strategic importance, including managing finances, supervising multidisciplinary professionals, and coordinating the work of partners while meeting deadlines.
- Experience working with current trends and practices in relevant discipline(s) and geographic regions.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, private sector, community groups and/or government agencies.
- Experience networking with high level conservation contacts.
- Experience conceiving and implementing strategic and creative initiatives.
- Experience negotiating.

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- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.

### DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- Master's degree.
- Knowledge of climate policy, particularly climate adaptation.
- Experience developing practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of politics and society with respect to environmental affairs.
- Politically savvy.

### ORGANIZATIONAL COMPETENCIES

<b>Builds Relationships</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>Collaboration &amp; Teamwork</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>Communicates Authentically</b>	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>Develops Others</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
<b>Drives for Results</b>	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.
<b>Leverages Difference</b>	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.
<b>Systems Leadership</b>	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.

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

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