



The Nature Conservancy

Conservation Fellow

Position Number: 51940

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Become a force for nature and a healthy planet by joining the [Michigan](#) team!

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](#) 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'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 Nature Conservancy-DTE Foundation Conservation Fellowship Program is focused on developing the conservation leaders of tomorrow. The program is designed to provide early career conservation professionals (i.e., recent college graduates with 0-2 years of job experience) from under-represented groups with the opportunity to work in an environment that combines a deep dive into real-world conservation projects with a broad introduction to major conservation issues. Additionally, the program is designed to orient the Fellow to the inner workings of The Nature Conservancy as a representation of a non-governmental organization.

The Conservation Fellow will have the opportunity to work closely with other TNC staff and external partners across multiple dimensions of the conservation discipline, including science, restoration, policy, land protection, and strategic communications. Furthermore, the Fellowship is designed to emphasize those experiences the successful candidate wants or needs to prepare them for their conservation career. 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 Conservation Fellow uses TNC's Global Challenges Global Solutions framework to advance our mission in Michigan and the Great Lakes. They produce cutting-edge science on the connections between humans and nature and then provide research outputs. As a member of our Michigan Science Team, the Fellow works to research, gather, and analyze data in support of the Conservancy's strategies for 1. Protection of Land and Water, 2. Tackling Climate Change, 3. Providing Food and Water Sustainably (Agriculture and Fisheries), and 4. Building Healthy Cities. This position will focus on setting science-based priorities and evaluating the effectiveness of TNC's conservation projects.

This is a two-year fellowship with an annual salary of \$50,000.

We're Looking for You:

By joining our Michigan team, you will become part of a group that is a force for nature and people. Our team consists of a dedicated group who are leading the conservation effort on multiple fronts and who expertly bring strategy and action together. We're looking for a candidate who will:

- Compile and generate patterns and statistics from data in support of conservation strategies as described above.
- Prepare maps and complete spatial analyses.
- Collaborate with teams including internal staff and external partners.
- Manage one or more projects.
- May perform field work, in variable weather conditions, at remote locations, possibly in hazardous terrain or in rivers or lakes and under physically demanding circumstances.

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!

See full job description and apply with cover letter and resume at www.nature.org/careers. Search for Job ID 51940. Deadline to apply is 11:59PM EST, August 24th, 2022.

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.

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.