



The Nature Conservancy

Conservation Scientist

Position Number: 52288

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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 Conservation Scientist provides technical and scientific support for conservation initiatives in Conservation by Design (CbD) and measures of conservation success (MOS). They provide evidence for and advise strategies designed to mitigate and adapt to the effects of climate change, improve soil health and water quality, restore sustainable Great Lakes fisheries, and protect, restore, and sustainably manage the lands and waters of Michigan and the Great Lakes in an equitable manner that supports local communities and the regional economy. The Conservation Scientist conducts scientific surveys and research, records and analyzes data, writes reports and develops proposals in order to administer and coordinate conservation programs. They may work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.

The Conservation Scientist will be based in our Michigan Field Office in Lansing, MI. This is a full-time, permanent position with an annual salary range starting at \$63,000 and is commensurate with experience.

We're Looking for You:

By joining our [Michigan Team](#), you will become part of a group that champions nature and people. Our team consists of dedicated people who are advancing conservation 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.
- Prepare maps and complete spatial analyses.
- Design and implement on-the-ground research and monitoring to inform conservation strategies.
- Effectively communicate the science that supports our conservation goals and strategies.
- Collaborate with diverse teams including internal staff and external partners with a variety of expertise and affiliations (e.g., agencies, universities, NGOs).
- May lead staff, interns, or volunteers on a project basis.
- May manage a grant, contract or request for proposal.

What You'll Bring:

- Master's Degree in science related field and 1 year of experience or equivalent combination of education and experience.
- Experience collecting, manipulating, analysing, and interpreting scientific data.
- Experience preparing reports of findings.
- Experience participating on and supporting cross functional teams.
- Experience synthesizing, interpreting, and communicating evidence-based information.
- Record of producing or contributing to reports and publications
- Experience working and communicating with a wide range of people.

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 52288. Deadline to apply is 11:59PM EST, October 28th, 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.