



The Nature Conservancy

Project Manager, Keweenaw Peninsula

Position Number: 52551

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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 (TNC) envisions a world where the diversity of life thrives, and people act to conserve nature for its own sake and its ability to fulfill our needs and enrich our lives—and enduring conservation success depends on the active involvement of people and partners whose lives and livelihoods are linked to the natural systems we seek to conserve. This could not be truer than in our work on the Keweenaw Peninsula of Michigan, a region that is cherished by residents and visitors alike.

TNC is seeking a seasoned experienced conservation manager to serve as a **Project Manager, Keweenaw Peninsula** to direct some or all aspects of land transactions, land use and land management planning, science, and community relations for TNC’s recent acquisitions in the Keweenaw Peninsula as well as long-standing preserves. The Project Manager will serve as the principal contact to government agencies, other conservation organizations, local businesses, foundations, and community members focused on supporting the community in its efforts to develop a rural prosperity plan that balances the conservation values, cultural resources, land-use, land management needs, and interests of the community. The right candidate for this position will have deep experience in applied conservation projects involving both nature and people; community relations; facilitation and/or mediation; and conservation planning, land-use, and public/private partnerships, governance, and policy.

Located in Michigan’s Upper Peninsula, the Keweenaw Peninsula features ancient volcanic rocks, cascading streams, scenic Lake Superior coastlines, and lush forests. These natural features have supported a rich human history that has both defined and shaped the present-day opportunities and challenges. The region supported copper mining by Native peoples 7,000 years ago, followed by one of the nation’s largest producing copper mining industries starting in the mid-19th Century. Today, the forest products industry and a growing outdoor recreation economy presents conservation challenges felt throughout the northern Great Lakes and around the globe. Large-scale, absentee land ownership patterns that are not sensitive to community needs; the rising threats of incompatible uses and warming temperatures; the potential loss of carbon stores and irreplaceable biodiversity—all these challenges converge here and provide an opportunity for both learning and impact.

We’re Looking for You:

If you’re looking for a career where you can find meaning and purpose, come join our Chapter as the Keweenaw Project Manager! Not only will you fulfil conservation objectives in the beautiful state of Michigan, but you’ll contribute to conservation goals through many networks!

The Project Manager, Keweenaw Peninsula will represent TNC in this region, guided by the organization’s values, conservation priorities, and collaborative approach to partnership. The Manager will play a lead role in defining long-term science-based conservation strategies and develop key partnerships with public and private organizations to identify and resolve technical and land-use issues and facilitate and

widely communicate solutions and best practices. They will develop innovative methods, analyses, tools and frameworks to address the natural system needs, engage local community support for local conservation efforts, and negotiate complex and innovative solutions with government agencies and landowners to conserve and protect natural communities.

The Project Manager, Keweenaw Peninsula will provide leadership and facilitative community engagement support to the Michigan Business Unit's Keweenaw community engagement process, working with local, state, federal and private partners to facilitate an integrated collaborative approach to managing the public/private lands using a wide range of strategies and agreements to effect lasting, conservation at scale. This position will identify potential critical threats to natural systems and individual species, foster cross-site learning among conservation and community interest groups, and will supply conservation planning teams with site or landscape level information relevant to the planning process. The Project Manager will coordinate multiple parallel projects, tasks, and strategies, setting deadlines and assuring task and project completion.

This position will be part of the Land Protection Project Team working in Michigan, and will be located in the Keweenaw Peninsula, MI. This is a three-year position; however, depending on business need and/or funding, there may be the possibility of a two-year extension. The compensation range for this position begins at \$70,000 and is dependent upon experience.

We're looking for a passionate, dedicated person to lead our Chapter and work within our division. Systems Leadership, creativity, and the ability to influence without authority are key in this role. Come join TNC and apply today!

What You'll Bring:

MINIMUM QUALIFICATIONS

- BA/BS degree and 5 years' experience in conservation practice or equivalent combination of education and experience.
- Experience managing complex or multiple projects, including staffing, workloads and finances under deadlines.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies
- Experience negotiating.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- 5-7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Demonstrated experience influencing, developing, and implementing conservation policy and plans.
- Knowledge of current trends and practices in relevant discipline(s) and regions.
- Knowledge of methods and standards of biodiversity information systems and initiatives or related field.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Demonstrated experience in fundraising.
- Politically savvy.

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 52551. Deadline to apply is 11:59PM EST, December 16th, 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.