



# The Nature Conservancy

## Restoration Associate, Keweenaw Peninsula

Position Number: 53107

Photo credit: © Devin Leonarduzzi/Quincy Aerial, LLC

### 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 Restoration Associate is an essential team member who performs and participates in preserve management and outreach across TNCs ownership in Michigan's Upper Peninsula and specifically in the Keweenaw Peninsula.

TNC currently holds and manages approximately 35,000 acres in Michigan's Keweenaw Peninsula. As part of a team responsible for the effective management of our lands and waters across the state, The Restoration Associate will help ensure that TNCs holdings are effectively managed for the benefit of nature and people. The Restoration Associate will help implement management plans that address the ecological, infrastructure, and outreach elements of several different preserves. Activities will include 1) ecological restoration (primarily invasive species surveys and control, 2) infrastructure maintenance (roads, trails, signage, and other preserve infrastructure), 3) inventory and monitoring of ecological features, infrastructure, and legal requirements, and 4) public outreach. Additionally, they will assist our forest managers and consultants to ensure the land base enrolled in Michigan's Commercial Forest Program is in compliance with the state laws of that program.

To undertake these activities, they will use GPS and geographic information systems (GIS) to identify, record and map native and non-native species and other features. The Restoration Associate will use and maintain equipment, power tools, vehicles, trailers, and GPS units. They will navigate around natural areas with map and compass and GPS. The Restoration Associate will help maintain preserve and conservation easement records. They will also assist in other projects and meetings related to TNCs protection and management efforts in the Keweenaw Peninsula as needed. They will be knowledgeable of natural resource management tools and techniques to ensure exemplary ecological condition of TNCs lands and waters.

With the deep focus on TNCs holdings, this position will be based in the Keweenaw Peninsula, and supervised out of the Marquette, MI office. This position is a temporary, 6-month hourly position, which will be compensated at \$18/hour. Depending on business need and/or additional funding, there may be the possibility of a position extension.

#### We're Looking for You:

---

Want to help save the planet? Through the efforts of The Nature Conservancy, 111,000 acres in Michigan have been preserved for people and nature. From the mountains to the sea, the Michigan Chapter is dedicated to conserving the natural resources that make Michigan unique. This is an exceptional career opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

#### RESPONSIBILITIES & SCOPE

- Assist with ecological restoration on TNC's lands, primarily manual or chemical control of invasive species.
- Assist with inventory and monitoring of ecological features, infrastructure, and legal requirements.
- Assist our forest managers and consultants to ensure the land base enrolled in Michigan's Commercial Forest Program is in compliance with the state laws of that program.
- Assist with the maintenance or installation of infrastructure such as gates and barriers, signs, and other preserve management infrastructure.

- Network with diverse groups, including landowners, conservation partners, trail groups, government officials, donors, board members and the public.
- May assist or monitor work groups consisting of staff, interns, consultants, contractors and/or volunteers covering a wide geographic area.
- Engage with the public at the Keweenaw preserves and lands during their most-visited period.
- Work under minimal and/or distant supervision; may make some independent decisions based on analysis, experience, and context.
- Work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

## What You'll Bring:

### MINIMUM QUALIFICATIONS

- High school diploma or GED and 1 year's training in science-related field or related experience in land management.
- Must have a valid driver's license and maintain a good driving record.
- Experience recognizing plant and animal species.
- Experience operating various types of equipment in a safe and efficient manner
- Experience and ability to work independently and in a team environment.
- Must be able to obtain related licenses or certifications as required. (e.g. First Aid, CPR, herbicide or pesticide application).

### DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- 1 - 2 years' experience in land management or related field.
- Experience working with or knowledge of natural systems.
- Knowledge of GIS, ArcGIS Online, Field Maps, Survey123 and ability to make maps.
- Ability to follow instructions from colleagues/coworkers/team members.
- PC and/or mobile device familiarity, including database knowledge or understanding.
- Knowledge of the Michigan Commercial Forest Program, Michigan's Forestry Best Management Practices, and common forest management practices in the upper Midwest.

## 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](http://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 at [www.nature.org/careers](http://www.nature.org/careers). Search for Job ID 53107. Deadline to apply is 11:59PM EST, March 26<sup>th</sup>, 2023.**

## Our 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, address important issues, 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 strengthen 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.

**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](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.