

JOB DESCRIPTION



POSITION TITLE	Restoration Technician
JOB TITLE	Conservation Practitioner II
JOB FAMILY	Conservation
JOB NUMBER	450002
SALARY GRADE	2
STATUS	Hourly
DATE	September 2021

A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter

YOUR POSITION WITH TNC

The Restoration Technician performs and participates in preserve operations, maintenance and management.

ESSENTIAL FUNCTIONS

The Restoration Technician (Technician) maintains preserve areas and performs land management activities. The Technician participates in prescribed burns, assists with native plant restoration and monitoring, removes invasive species and assists with trail and road maintenance. The Technician assists with tool and equipment maintenance and periodic monitoring of TNC preserves.

RESPONSIBILITIES & SCOPE

- Supervises no staff, but may help plan and direct preserve work groups, including staff or volunteers.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Requires considerable physical exertion and/or muscular strain.
- May require long hours in isolated settings.
- Makes day to day decisions as delegated by supervisor.
- May work under infrequent supervision.

MINIMUM QUALIFICATIONS

- High school diploma or GED and 1 year's training in science-related field or related experience in land management.
- Must achieve arduous physical fitness standard of Fire Fighter Type 2 (3 mile walk with 45 lb pack in 45 minutes).
- Experience recognizing plant and animal species
- Experience operating various types of equipment in a safe and efficient manner (e.g. lawn mower, chainsaw, UTV, ATV, two-way radio, or similar equipment).
- Experience working in a team environment.
- Must have valid driver's license and good driving record.

DESIRED QUALIFICATIONS

- 1 – 2 years related experience in custodial and ecological land management or equivalent combination of education and experience.
- Qualified as a Fire Fighter Type 2 (FFT2), including Introduction to ICS (I-100), Human Factors on the Fire line (L-180), Introduction to Wild Land Fire Behavior (S-190), Firefighting Training (S-130), and one training burn serving under the supervision of a qualified FFT2.
- Experience working in or studying one or more major ecosystems
- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers).
- Experience as Certified Pesticide Applicator.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.

ORGANIZATIONAL 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, 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 maximize 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 stakeholder. 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.

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

ADDITIONAL JOB INFORMATION

- Housing will be provided by TNC at no cost.
- Due to the nature and location of the work, candidates for this position are required to be fully vaccinated against COVID-19. Proof of vaccination 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.
- This position is a full-time 35 hours per week 12-month term position.

TO APPLY:

Go to www.nature.org/careers, click *Search Careers* and search by the position title and/or location, then click *Apply Now* to submit an online application. It is necessary to complete the application in its entirety. In addition, **please attach as one document your resume and a cover letter**. For assistance with the online process, go to: <http://www.nature.org/aboutus/careers/external-applicant-userguide.pdf>.

Interested TNC employees should apply through PeopleSoft:

<https://peoplesoft.tnc.org/psp/tncrprd/?cmd=login&errorPg=ckreq&languageCd=ENG>

Application deadline is **11:59 PM on October 24, 2021**.

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 all genders with 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 or veteran status or other status protected by law.