JOB DESCRIPTION

JOB TITLE	Osage Plains Project Coordinator
LOCATION	El Dorado Springs, Missouri
POSITION TYPE	Full-Time, Hourly, Three-Year Term
APPLICATION DETAILS	The Job ID is 48195. All applicants will need to submit a cover letter and resume. A reference guide is available at nature.org/careers; please read and follow instructions to submit your application.
DEADLINE TO APPLY	December 6, 2019 at 10:59pm CST

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 Osage Plains Project Coordinator facilitates all aspects of The Nature Conservancy’s initiatives to improve the management and conservation of prairies and grazing lands in Missouri’s Osage Plains Ecoregion while helping implement Missouri’s sustainable agriculture strategy through engagement with landowners and producers across the landscape. Although the Coordinator reports directly to TNC, this is a shared position with the Missouri Department of Conservation (MDC) that necessitates close collaboration with state staff and conservation priorities for the Upper Osage Grasslands (UOG) Priority Geography. This is a three-year term position, with possible renewal in successive years.

ESSENTIAL FUNCTIONS

The Osage Plains Project Coordinator will work with private and public-sector partners to understand and address the challenges of adopting conservation practices in the Missouri’s Osage Plains Ecoregion. S/he will facilitate habitat management activities on TNC’s preserves in the landscape, advance sustainable grazing practices aligned with TNC’s Shared Conservation Agenda, and collaborate with MDC to implement key aspects of the Comprehensive Conservation Strategy within the UOG. The Coordinator will spearhead development of effective messaging and outreach to ranchers, agribusiness, and other members of the grazing sector to provide accurate and relevant information about conservation practices. S/he will develop key partnerships with public and private organizations to identify and resolve technical issues and to widely communicate solutions and best practices, raise stakeholder interest in outcomes, and develop resources to support the adoption and use of conservation tools within the Osage Plains. The Coordinator will also represent TNC and MDC in outreach events to convey the importance of conserving prairies, grazing techniques, soil health, water quality, and agricultural sustainability.

RESPONSIBILITIES & SCOPE

- Leads TNC strategies on sustainable agriculture within the Osage Plains, emphasizing practices focused on sustainable grazing, native grass and forb restorations within pasturelands, soil health, and nutrient reduction, etc.
- Assists in delivering stewardship activities on remaining TNC Osage Plains preserves, i.e., Niawathe, Marmaton, etc.
- Directs stewardship activities at Wah’kon-tah Prairie and other UOG grasslands in coordination with MDC
- Collaborates with local partners (i.e. Quail Forever Grazing Management Specialist) and delivers community outreach (education, interpretation, programming and media) within the UOG
- Participates as a member of MDC’s UOG Priority Geography Coordination Team
- Assists MDC staff in implementation of conservation projects on private land within the UOG, including easement monitoring, etc.
- Assists TNC staff as needed in the Grand River Grasslands Priority Geography with prescribed fire activities and development of sustainable grazing demonstrations on both TNC and private lands, in conjunction with local MDC private lands staff

MINIMUM QUALIFICATIONS

- BA/BS degree and 2 years of experience in prairie conservation or sustainable grazing practices, or equivalent combination
- Proven experience managing projects, including managing finances, with internal and external partners
- Experience working within the agricultural/ranching community
- Experience managing complex or multiple projects, including staffing, workloads, and finances under deadlines
- Experience in partnership development with non-profit partners, community groups and/or government agencies
**DESIRED QUALIFICATIONS**

- Experience influencing, developing and implementing conservation policy and plans with public and private entities
- Supervisory experience, including motivating, leading, setting objectives and managing performance
- Experience negotiating complex, multi-party agreements
- Established relationships with members of the ranching community in Missouri and Iowa
- Politically savvy and experience in presenting to and communicating with business, governmental, and community leaders
- Knowledge of current trends and practices in grazing, conservation, land management, and natural resource preservation
- NWCG FFT2 qualifications, with knowledge of Conservancy fire management Standard Operating Procedure, requirements and guidelines
- Demonstrated experience in ecological management and nature preserve stewardship, including vegetation manipulation, property stewardship, exotic species issues, boundary issues, community outreach, neighbor relations, data collection and reporting, and prevention of adverse usage
- Excellent interpersonal, and communications skills. Ability to communicate positively and effectively with people of all educational levels and backgrounds, and to clearly and effectively articulate concepts, gain consensus, and to serve as an effective representative for the Conservancy. Demonstrated ability to effectively unite diverse coalitions to achieve results
- Demonstrated field familiarity with general ecological principles and biological systems. Ability to provide oversight and coordinate logistical support for ongoing research activities. Familiarity with the biota and ecological systems of the Tallgrass Prairie a plus.
- Demonstrated competency in reading and interpreting maps and aerial photographs. Experience with GIS, regional biological inventories, GPS, remote sensing, and ecological restoration helpful

**ORGANIZATIONAL COMPETENCIES**

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<th>Builds Relationships</th>
<th>Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.</th>
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<tr>
<td>Collaboration &amp; Teamwork</td>
<td>Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.</td>
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<td>Communicates Authentically</td>
<td>Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.</td>
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<td>Develops Others</td>
<td>Takes ownership to help develop others’ skills, behaviors, and mindsets to help them maximize their workplace contributions.</td>
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<td>Leverages Difference</td>
<td>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.</td>
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<td>Systems Leadership</td>
<td>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.</td>
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*This description is not designed to be a complete list of all duties and responsibilities required for this job.*