



LOCATION	Boulder/Front Range, CO Preferred
POSTING DATE	10/13/21
APPLICATION DEADLINE	11/15/21
JOB ID NUMBER	50466

Climate and Natural Resources Policy Associate

ABOUT US

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. 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. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, excellent benefits, flexible work policies and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

YOUR POSITION WITH TNC

The Climate and Natural Resources Policy Associate works with the Director of Climate Action and the Colorado Climate Team to build on TNC's growing role as a leader in tackling climate change. They support the development and implementation of strategies designed to meet the state's science-based greenhouse gas reduction goals and promote natural climate solutions. They work collaboratively with diverse partners and TNC colleagues to support a robust climate program in Colorado that advances equitable, enforceable, and verifiable climate action. They demonstrate a commitment to diversity, equity and inclusion in their priorities and approaches.

ESSENTIAL FUNCTIONS

The Climate and Natural Resources Policy Associate provides outreach, research, and policy analysis in support of The Nature Conservancy's work to tackle climate change in Colorado and the US. They build and facilitate networks and coordinate meetings, agendas, and presentations. They provide services that assist in influencing the outcome of policies at the federal, state, and local levels. They develop strategic partnerships with relevant agencies, conservation organizations, and business to advance the organization's climate agenda

RESPONSIBILITIES & SCOPE

- In partnership with the Director of Climate Action and the Colorado Climate Team, develops a strategic approach and workplan to tackle climate change in Colorado.
- Provides research and policy analysis in support of policy priorities for reducing greenhouse gas emissions, sequestering carbon and other natural resource policy priorities.
- Leads and supports the development of program materials including presentations, memos, and other communications.
- Influences the outcome of climate and natural resource policy at the state, local and national levels.

- Develops strategic partnerships with relevant agencies, conservation organizations, businesses, and other partners.
- Works independently.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 3 years related experience in climate, energy, natural resources or equivalent combination of education and experience.
- Experience researching information from a wide variety of sources and compiling it into a cohesive reporting structure.
- Experience with legislative, planning, policy or corporate initiatives at two or more of the following levels: international, country, sub-national, or local.
- Experience working with government agencies, NGO partners and/or the corporate sector.
- Fluency in English.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experiences are appreciated
- Experience, coursework, and/or other training in climate, energy or natural resource policy, with emphasis on Colorado and the Western US.
- Experience coordinating complex projects in a decentralized organization, working across teams, operating units and functions to achieve optimal results.
- Experience building networks or organizational capacity, facilitating informational sessions, increasing internal knowledge and capacity, and identifying key stakeholders.
- Experience negotiating complex agreements and contracts.
- Self-starting, independent worker who can thrive in a decentralized organization with minimal oversight.

SALARY INFORMATION

The starting salary: \$58,000 to \$72,100/annually, dependent on location, qualifications, and experience.

TO APPLY

Visit www.nature.org/careers and apply online with cover letter and resume to **job #50466**. All resumes and **required** cover letters must be submitted through The Nature Conservancy's online application system. The application deadline is 11/15/21 at 8:59 PM PST. If you experience technical problems with the site or application process, please contact applyhelp@tnc.org and include the job opening ID.

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.

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 or veteran status or other status protected by law.