

Tribal & Indigenous Engagement Program Director

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 include 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](#) or 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 know 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:

At The Nature Conservancy, our goal is to ethically and effectively support and partner with Tribal Nations and Indigenous people in Colorado and the surrounding region to co-create a shared future of healthy lands, waters, and communities. The Tribal and Indigenous Engagement Program Director will lead this initiative, with a focus on guiding TNC Colorado in becoming a trusted and value-added partner working in support of Tribal and Indigenous conservation priorities and as an advocate for Indigenous-led conservation overall.

The Program Director will serve as a primary liaison with Tribal Nations and Indigenous communities. They will work internally to build cultural competency and capacity for appropriate partnership and to support co-creating of mutually beneficial conservation projects. As a member of the TNC Colorado Conservation Management Team, the position will be a critical advisor, thought partner, and expert resource for colleagues leading programs focused on land and water conservation, forest and fire management, urban conservation, climate mitigation and resilience and/or conservation science and planning.

As an initiative lead, the Program Director may define priorities, develop strategies, manage projects, and build scientific and/or technical capacity. The Program Director will be a key point of contact with a wide range of public and private organizations and engage in support of public policy and outreach as appropriate.

The Program Director may supervise one or more staff and lead and manage the work of other professionals and partners. They may negotiate complex and innovative solutions, agreements and/or

partnerships and will play a role in public and private fundraising. This position reports to the TNC Colorado Deputy State Director / Director of Conservation and works collaboratively with TNC programs at the multi-state, national and global levels.

We're Looking for You:

Are you looking for a career that helps people and nature to thrive together? Are you passionate about elevating the voice, choice, and action of Tribal Nations and Indigenous communities? We're looking for a skilled relationship-builder and collaborative leader to help us launch and grow our Tribal and Indigenous Engagement Initiative for a Shared Future of Healthy Lands, Waters and Communities. You will work with innovative and passionate colleagues, Tribal nations and Indigenous communities, and a wide range of partners to advance conservation and public policy solutions that accelerate Indigenous-led conservation and increase security over rights to land, waters, and resources.

What You'll Bring:

- BA/BS degree and 7 years' experience in Indigenous studies, conservation or environmental science, public policy, natural resources management, social science or related field or equivalent combination of education and experience.
- Experience working with Tribal Nations and/or Indigenous people and communities in a culturally appropriate manner.
- Experience managing complex or multiple projects.
- Experience in relationship development with diverse public and private entities, including Tribal Nations, other government agencies, non-profit organizations and/or academic institutions.
- Experience with initiation and management of budgets, contracts, and agreements.
- Experience with public and/or private fundraising.
- Supervisory experience, including mentorship and managing performance.
- Experience negotiating complex solutions, partnerships and agreements.

Additional Qualifications of Interest

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- 7-10 years' experience in conservation practice, Indigenous engagement or related field or equivalent combination of education and experience.
- Knowledge of relevant laws, treaties, and policies that affect Tribal Nations and Indigenous people and communities in Colorado.
- Knowledge of current conservation issues and challenges in Colorado and the West.
- Established relationships with Indigenous communities, organizations and stakeholders in Colorado and the Intermountain West.
- Experience integrating Indigenous and/or traditional ecological knowledge and world views into conservation and science approaches.

Salary Information

The estimated starting salary for this position is dependent on qualifications, experience, and location. The starting salary range is \$82,000 - \$97,000.

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!

At TNC's Colorado Business Unit, we are working toward a vision for the future where all Coloradans benefit from clean air and water, Colorado is a leader in reducing greenhouse gas emissions, and at least 10 million acres of Colorado's most critical lands and waters are connected, protected, and managed to sustain nature in the face of climate change. Across our work, we are striving to create a more diverse and inclusive communities that drive transformational and equitable conservation change throughout our state.

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!

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

How to Apply:

To apply for job ID #52227, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM EST on October 24, 2022. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

Where legally permissible, TNC requires all new employees to be fully vaccinated and willing to keep up to date with vaccines that protect against COVID-19. By accepting an offer of employment, you agree to comply with this requirement, unless you are entitled to a legally mandated exemption.

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.