

## Conservation Easement Program Manager

### 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](#) 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:

---

The Nature Conservancy holds conservation easements on private lands throughout the United States. The Conservation Easement Program Manager will be responsible for leading the monitoring, management of compliance issues, and maintenance of records for TNC's portfolio of conservation easements across the state of Colorado.

The Conservation Easement Program Manager ("Manager") oversees the Conservation Easement compliance program for the Colorado Business Unit, working closely with science and legal staff to ensure that issues are addressed, and accurate records kept. The Manager also performs legal and ecological monitoring of conservation easement properties in Colorado. This work includes annual field visits, review of satellite imagery, report writing, data entry, and building and maintaining strong landowner and partner relationships. The Manager directly addresses compliance issues on conservation easements, including dealing with amendments, enforcement, violations, and landowner requests for exercising reserved rights. The Manager is part of the Resilient and Connected Lands team, responsible for leading our land protection efforts in Colorado and the management and stewardship of our conservation easements and preserve properties across the state and may be asked to engage on other projects led by team members, including easement transfers, easement acquisition projects, and team meeting coordination. The Manager may recruit, train, and supervise seasonal staff and contractors to monitor conservation easements and write reports. Financial responsibility may include working within/managing a budget, negotiating, and contracting with vendors and other third parties.

The Manager will need to have the ability and willingness to travel frequently within Colorado and on short notice, sometimes on weekends and may work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances. The most significant travel period is during the field season (April – October). This position can be based out of our office in Boulder, CO or at a home-office location elsewhere in Colorado.

### **We're Looking for You:**

---

Want to help save the planet? Through the efforts of The Nature Conservancy over one million acres in Colorado have been preserved for people and nature. From the mountains to the plains, the Colorado Chapter is dedicated to conserving the natural resources that make Colorado unique.

As the Conservation Easement Program Manager, you will work with innovative and passionate colleagues, local landowners, and a wide range of partners as you steward TNC's conservation easements, efficiently resolve issues and manage the conservation easement program. You will bring an organized and thorough approach to planning and communicating about visits and events and documenting compliance on conservation easements. Through this work, you'll contribute to broader chapter-wide conservation goals. If you're looking for a career where you can find meaning and purpose, come join our chapter as the Conservation Easement Program Manager

### **What You'll Bring:**

---

- BA/BS, law or business degree and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Supervisory experience.
- Experience negotiating complex agreements.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.
- Experience with principles of land acquisition.

### **DESIRED QUALIFICATIONS**

- 5-7 years' experience in natural resource management, similar field or equivalent combination of education and experience.
- Ability and willingness to apply science to decision-making and guide activities.
- Knowledge of ecological land management principles.
- Knowledge of current trends and practices in conservation, land management and natural resource preservation.
- Knowledge of Colorado conservation community.
- Relationship building experience to work closely with a variety of internal and external partners, i.e., landowners, government officials, internal scientists.
- Experience resolving complex problems.
- Experience completing tasks independently with respect to timeline(s).
- Experience with communication via written, spoken, and graphical means in English.
- Experience drafting, reviewing, or stewarding conservation easements and other legal agreements.
- Experience in training and curriculum design.

- Conflict resolution and compliance experience.

### Auto Safety Policy:

---

This position requires a valid driver's license and compliance with TNC's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." To learn more about the Auto Safety Program, visit <https://www.nature.org/en-us/about-us/careers/recruitment/> under the FAQ section.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which may include a review of the prospective employee's motor vehicle record.

### Salary Information:

---

The starting salary range is \$61,000 to \$75,000 depending on location and experience.

### How to Apply:

---

To apply for job ID# 52841, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM EST on 2/22/23. Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

**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 culture. 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 orientation, gender identity, military, protected veteran status or other status protected by law.

Do you have military experience? Visit our U.S. [Military Skills Translator](#) to match your military experience with our current job openings!

### 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 community that drives 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](https://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.*

### 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.

### **For Internal Reporting:**

Job Title: Conservation Practitioner V

Job Family: Conservation

Internal Job Code: 450005

Salary Grade: 6

Status: Salaried

PeopleSoft Job ID Number:

Date: January 2022