



Employee Benefits & Opportunities

WORKING AT THE NATURE CONSERVANCY

At TNC, we aim to attract and hire a talented and diverse workforce committed to TNC's values and mission. Likewise, we are committed to ensuring that all TNC staff have the support and resources they need to thrive in their roles.

We strive to provide our staff with flexibility and to facilitate a strong work-life balance. We offer competitive compensation, excellent benefits, numerous professional development opportunities and a collaborative work environment.

As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

BENEFITS

TNC offers a competitive benefits package that includes:*

- **Medical Insurance** (Aetna/OptumRx)
- **Dental Insurance** (Aetna)
- **Vision Coverage** (Vision Service Plan)
- **Retirement Benefits/401k** (Fidelity)
- **Work from home and/or flexible schedule options** may apply
- **Paid Time Off** (11 paid holidays, 12 days sick time and a minimum 2 weeks vacation time, depending on tenure, annually)
- **Paid Parental Leave** (up to 40 days paid time off for either parent after birth/placement of a child, in addition to other leave options such as FMLA coverage)
- **Flexible Spending Accounts** (option to set aside pre-tax dollars for healthcare or dependent care costs)
- **Life Insurance & Accident Insurance** (premiums paid by TNC, with option to pay for additional coverage)
- **Short & Long-Term Disability Insurance** (continuation of pay at 60% for approved medical absences)
- **Employee Assistance Program** (access to free or discounted assistance for personal, legal and financial matters)
- **Employee Discounts** with select vendors
- And more!

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

*Based on regular full-time employment. Benefits may vary by state/country.

PROFESSIONAL OPPORTUNITIES

There are many opportunities for growth at TNC, both personal and professional, including:

- Robust onboarding program
- Job-specific training
- Diversity, Equity, and Inclusion workshops
- Career coaching
- Mentorship program
- Hundreds of on-demand online learning courses
- TNC-sponsored workshops & conferences
- Employee Resources Groups and Buddy Program
- Opportunity to travel throughout the state of Colorado
- Project management training
- And more!



A GLOBAL ORGANIZATION

With over 4,000 staff working 70+ countries and territories around the world, TNC is truly a global organization connected to abundant expertise and useful resources. Staff develop rich personal and professional networks with their colleagues that contribute to everyone's success.

TNC's Colorado Chapter collaborates beyond state lines on goal-setting, strategy development, project execution and fundraising—sharing our knowledge and capacity in service of shared global priorities.



FAQ

Q: Do I have to be a scientist to work for TNC?

A: Nope! We hire staff with a wide range of professional backgrounds and expertise.

Q: I don't have a college degree but I have lots of relevant experience. Can I still apply?

A: Absolutely! All of our positions accept an equivalent combination of education and experience.

Q: How is performance evaluated at TNC?

A: All new employees go through a 6-month introductory period. Working with their manager, employees set objectives based on their role, responsibilities and professional goals. Progress towards these objectives is discussed regularly and at annual reviews.

Q: Where can I learn more about TNC's work in Colorado? A:

Visit our website at nature.org/colorado

COMPENSATION

TNC's greatest asset is our employees. The Compensation Program is intended to attract, retain and reward employees as they work to achieve their conservation goals. Our salary structure is based on market salary data that is reviewed and adjusted annually. The structure has clearly established salary ranges based on position and geographic location that are transparent and communicated to employees so that compensation is not a mystery.

