

## Applied Climate Science Fellow



### 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 [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:

---

TNC-Colorado is committed to addressing the biodiversity crisis through protection and improved management of resilient and connected landscapes to ensure native species can adapt to a changing climate. We are also committed to tackling climate change through a diverse portfolio of climate mitigation strategies, including supporting Colorado's rapid transition from fossil fuels to renewable energy.

Colorado is poised for significant expansion of new renewable energy infrastructure, which has the potential to negatively impact native species and habitats if not carefully sited and managed. As a member of TNC-Colorado's Conservation Science and Planning Team, the Applied Climate Science Fellow will explore the implications of accelerated renewable energy development for our climate-resilient conservation strategies in eastern Colorado and the broader Southern High Plains region (the "project area"), which is a priority location for TNC and partners. The Fellow is a fully funded, two-year term position.

Drawing on the results of recent TNC analyses (e.g., Power of Place-West) and other projections of renewable energy development in Colorado, the Fellow will identify plausible renewable energy buildout scenarios for the project area and determine the feasibility of integrating other conservation stressors, such as climate change and habitat conversion resulting from agriculture or exurban development. The Fellow will then lead a spatially explicit assessment to forecast likely impacts of buildout and stressor scenarios on priority landscapes (e.g., TNC's Resilient and Connected Network), habitats, and potentially native species.

The Fellow will then work with TNC staff and external experts and stakeholders to evaluate whether current TNC climate-resilient conservation strategies are sufficient for ensuring regional biodiversity and habitat protection goals can be met in the face of accelerating renewable energy development, ongoing climate change, and other modelled stressors. The Fellow may also help develop recommendations for updates or additions to conservation strategies, based on the outcome of the evaluation.

We anticipate that results will inform TNC's conservation strategies related to both climate mitigation (e.g., supporting the renewable energy transition; nature-based solutions for climate mitigation) and climate adaptation (e.g., protecting resilient and connected landscapes to ensure native biodiversity persists under future climate conditions). We also anticipate that this project will inform TNC-Colorado's present and future policy engagements related to renewable energy siting, and catalyze increased collaboration between TNC-Colorado and both internal and external experts and stakeholders working at the intersection of renewable energy and climate-resilient conservation of biodiversity.

## We're Looking for You:

---

As the Applied Climate Science Fellow, you are a creative, interdisciplinary, applied ecologist who is motivated by the opportunity to investigate complex interactions and tradeoffs between climate mitigation and adaptation strategies to inform conservation actions in real-world landscapes. You are skilled in, and energized by, the use of spatial analysis, climate models, data visualization, and related approaches to support land and water conservation efforts, develop solutions to complex conservation challenges, and communicate effectively to diverse audiences.

You understand this is a relatively new body of work for our organization, and you are comfortable taking the lead role on the design and implementation of exploratory analyses. You are a self-starter, able to work both independently and collaboratively, and comfortable developing and maintaining relationships with internal and external experts and stakeholders. You are also able to lead the authorship of peer-reviewed publications in scientific journals.

In addition, like all members of TNC-Colorado's Conservation Science and Planning Team, you will help incorporate scientific developments into the evolving evidence base for Colorado's conservation efforts, collaborate strategically with a broad and inclusive scientific community, leverage results to advance key conservation initiatives, and continuously expand your own skills and experience.

## What You'll Bring:

---

- M.S. or Ph.D. degree in landscape ecology, spatial science, conservation ecology, climate science, or related field, and 2 years of experience or equivalent combination of education and experience.
- Expertise in the use of Geographic Information Systems (e.g., ArcGIS Desktop and extensions, QGIS) and remote sensing tools (e.g., Google Earth Engine, ERDAS Imagine, ENVI) in the context of landscape modelling and analysis.
- Experience with scripting and programming languages (e.g., Python, R).
- Experience performing complex spatial and statistical analysis, data modelling, and landscape scenario analysis.
- Experience synthesizing, interpreting, and communicating scientific information including a record of peer-reviewed publications in scientific journals.
- Experience working with cross-functional teams.
- Experience in developing and managing multiple projects.
- Experience training individuals and groups.
- Valid driver's license.

## DESIRED QUALIFICATIONS

- Ph.D. degree in landscape ecology, spatial science, conservation ecology, climate science, or related field
- Demonstrated experience in landscape analysis/modeling (e.g., land use/land cover change; alternative future landscape scenarios), applied climate science, impact analysis related to native biodiversity and habitats, and/or spatial data visualization.
- Experience recommending conservation actions based on results of geospatial analyses.
- Proven ability to work independently as a self-starter, including experience establishing and maintaining working partnerships with internal and external collaborators.
- Knowledge of current conservation issues in the Western U.S. related to biodiversity conservation, climate change, and renewable energy development.
- Strong organizational and project management skills with a proven record of developing and managing multiple projects of varying complexity to completion.
- Experience with science communication to technical and non-technical audiences.
- Commitment to integrating and upholding principles of diversity, equity, and inclusion.
- Commitment to support engagement with Tribal Nations and other Indigenous Communities.
- Ability to communicate clearly via written, spoken, and graphical means in English; multi-language skills and multi-cultural or cross-cultural experience appreciated.

## What We Bring:

---

Since 1951, The Nature Conservancy has been doing work you can believe in by protecting the lands and waters on which all life depends. 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, a 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, an employee assistance program, and other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](https://www.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! The Applied Climate Science Fellow will be based out of TNC's office in Boulder, Colorado with the option of in-office or flexible (i.e., hybrid) work arrangements. The Applied Climate Science Fellow will be expected to travel occasionally to field sites in eastern Colorado, potentially to other Colorado locations, and potentially to adjacent states, with travel frequency determined by business needs. Infrequent overnight travel is expected.

*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.