

Job Posting



Southwest Montana Riparian Restoration Project Manager

Location: Dillon, Montana or vicinity

Salary range: \$58,000-\$61,800 based on experience.

Expect frequent travel in state.

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 Southwest Montana Riparian Restoration Project Manager will further The Nature Conservancy's conservation goals by planning and implementing a diverse suite of wet meadow and riparian restoration projects with partners of the Southwest Montana Sagebrush Partnership as part of a six-state restoration effort between TNC and the Bureau of Land Management (BLM). In this role, you will focus on the complex demands of implementing low-tech process-based restoration projects from initial watershed prioritization to post-implementation monitoring, working closely and continuously with BLM and additional partners to restore high-priority riparian resources.

Together with partners of the Southwest Montana Sagebrush Partnership (SMSP), this position will develop the necessary designs, permits, and clearances to plan wet meadow and riparian restoration projects, and select, contract with, and oversee the work crews used to implement them. In addition to supporting riparian and wet meadow restoration efforts of the SMSP, you will join an active Community of Practice with TNC colleagues from across the West. Through this community of practice, you will co-develop knowledge and expertise to collectively problem solve, understand complex issues, and leverage experience and results that help the BLM accomplish its mission managing our public lands. The SW Montana Riparian Restoration Project Manager will also organize trainings and foster collaborative efforts to help instill a legacy of durable restoration into the future.

This role will at times work under minimal supervision and make independent decisions. This role will also work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

This position will report to the Southwest Montana Sagebrush Conservation Coordinator. This is a grant-funded 4.5-year term position.

We're Looking for You:

Are you looking for a career to help people and nature? Guided by science, TNC creates innovative, on-the-ground solutions to our world's toughest challenges so that people and nature can thrive together. This is an exceptional career opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

Join TNC and apply today!

What You'll Bring:

- BA/BS in natural resource management or a related field and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Experience negotiating and/or managing agreements and contracts.
- Experience communicating with the public both in writing and verbally.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Experience working with federal land management agencies, especially Bureau of Land Management in the Intermountain West.
- Ability to explain conservation practices to technical and non-technical audiences.
- Knowledge of current trends and practices in conservation, land management, and riparian restoration or ecology.
- Completing tasks independently with respect to timeline(s).
- Excellent communication skills via written, spoken and graphical means.
- Experience in training, curriculum design, or workplan or strategy development.
- Experience working with community-based or collaborative settings to create shared outcomes for diverse groups of people.
- Experience implementing restoration projects, especially riparian or aquatic restoration.
- Writing grants to help landowners and land managers implement restoration projects.
- Experience working in remote locations with minimal supervision.

- Experience using ArcPro and developing ArcGIS platforms such as ArcGIS online and Survey 123.

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!

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.

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.

For Internal Reporting:

Job Title: Southwest Montana Riparian Restoration Project Manager (Conservation Practitioner VI)

Job Family: Conservation

Internal Job Code: 450005

Salary Grade: 6

Status: Salaried

PeopleSoft Job ID Number:

Date: November 1, 2023