

JOB DESCRIPTION

POSITION TITLE	Conservation Impact Investment Project Manager
JOB TITLE	Program Director II
JOB FAMILY	Conservation
JOB NUMBER	250006
SALARY GRADE	8
STATUS	Salaried
DATE	June 2021



A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy (TNC) is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

YOUR POSITION WITH TNC

The Conservation Impact Investment Project Manager (CIIPM) supports the development of an innovative impact investment conservation project focused on afforestation and regenerative pastoral approaches in the Hawkes Bay region. The CIIPM will develop and lead on-the-ground relationships, as well as progress the due diligence and development aspects, to establish an impact investment ready project, that results in both financial and conservation benefits.

The CIIPM will work closely with and report to the Director of Conservation for New Zealand, who is based in Wellington. They will also work closely with TNC's NatureVest Impact Investment team, and other TNC staff both nationally and globally.

This position is for 12 months at 0.7FTE. The position would ideally be based in the Hawkes Bay region, however, this is not essential providing the successful applicant has the ability to travel as required to deliver the role.

ESSENTIAL FUNCTIONS

The Conservation Impact Investment Project Manager provides leadership, along with technical and project support, to a specific conservation impact investment opportunity being developed in Aotearoa New Zealand. They serve as the principle TNC contact to government agencies, other conservation organizations, community groups, iwi, business, foundations and the academic community on this project. They establish TNC as a major conservation partner within the areas of responsibility, define conservation targets for the project, and develop the key relationships, engagement materials, and partnerships required for successful development of the project. They articulate and negotiate complex and innovative solutions with government agencies and landowners to conserve and protect natural communities and develop and implement conservation strategies.

RESPONSIBILITIES & SCOPE

- Overall local project management responsibility
- Project scope requires cross-boundary relationships.
- Establishes and maintains optimal performance standards within budget.
- Writes requests for proposal (RFPs) for grant/contract funding for project.
- Negotiates complex agreements, in a political environment.
- Leading key elements of the project, including:
 - Identifying, screening and retaining consultancies (for farm plans, forestry plans, regenerative agriculture plans, landowner engagement)
 - Shortlisting land-owner eligibility screening factors
 - Management of overall process to update spatial mapping and target locations
 - Management of overall process of updating site environmental statistics
 - Collating updating, and analyzing all regulatory requirements, and where appropriate identifying potential reliance on such regulations for the development of new market mechanisms for Project funding
 - Initial outreach to and overall management of ongoing discussions and negotiations with all stakeholders and partners (Regional Council, landowners, consultancies, investors, relevant government ministries, industry partners (e.g. apiary operators, forestry developers), and full range of supply chain players)
 - Initial stakeholder engagement questionnaire development
 - Collaboration in, and providing support to, the development of financial modeling and projections for the Project including negotiation with public and private sector entities for support such as first-loss, guaranty or other similar forms of credit enhancement and de-risking for the buy-side
 - Development of an Information Memorandum for investors
- Frequent travel domestically and/or internationally, and occasionally evening and weekend hours.

- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 7 years' experience in conservation, environmental or primary industry practice or related field or equivalent combination of education and experience.
- Fundraising experience, including identifying donor prospects and donor cultivation
- Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.
- Supervisory experience, particularly of contractors, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, corporates, community groups and/or government agencies.
- Experience negotiating.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated, particularly an understanding of Te aō Māori and Tikanga Māori.
- Masters or PhD in conservation, environmental or primary industry practice or related field.
- Knowledge of current trends and practices in relevant discipline(s) and regions.
- Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity information systems and initiatives or related field.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.

ORGANIZATIONAL 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, 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 maximize 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 stakeholder. 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.

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

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 all genders with 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 or veteran status or other status protected by law.