

Floodplain Protection Specialist

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 Floodplain Protection Specialist develops, manages, and advances conservation programs, plans and methods for priority floodplains in central eastern Iowa. They provide technical leadership and support to the Iowa Chapter and plans and directs land protection strategies and outreach to priority landowners. They address critical threats to natural systems and individual species, fosters cross-site learning and cooperation among conservation community, and supplies conservation planning teams with site or landscape level information relevant to the planning process.

The Floodplain Protection Specialist develops and implements conservation strategies and employs a full range of protection tools to acquire varying degrees of legal interest in land and implements a variety of strategies to secure public and private support for TNC conservation priorities. They coordinate community outreach, coordinate multiple projects, set deadlines, and manage completion. They support public and private fundraising to meet program needs and represent the Iowa Chapter and Freshwater Team at outreach events. May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

We're Looking for You:

The Iowa Chapter of The Nature Conservancy is looking for a self-motivated, relationship building, big picture thinker, to join our Freshwater Team!

In this role you will use your passion and the passion of the team to create tangible lasting changes to this area. As the Floodplain Protection Specialist, you will engage with landowners and other partners to protect priority floodplains in central eastern Iowa advancing conservation in some of the most resilient, connected, and biologically diverse lands and waters in Iowa. Systems Leadership, creativity, and the ability to influence without authority are key in this role.

The Iowa Chapter of the Nature Conservancy is looking for someone who can manage land protection strategies to ensure healthy, functioning lands and waters of the central eastern Iowa floodplain, allowing biodiversity to thrive. This position is based in central eastern Iowa, with the preference to work in a hybrid capacity out of the Land of the Swamp White Oak office near Letts, IA.

What You'll Bring:

- Bachelor's degree and 3 years' experience in natural resource management or similar field or equivalent combination of education and experience.
- Experience managing staff or volunteers.
- Relationship building experience to work closely with a variety of partners, i.e., media, government officials, internal scientists.
- Experience completing tasks independently with respect to timeline(s).
- Experience with communication via written, spoken, and graphical means in English and other relevant languages.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Experience in training.
- Must have a valid driver's license.

What We Bring:

Estimated starting salary: \$47,000 – 54,000 annually, dependent on geographic location, qualifications, and experience.

The successful Floodplain Protection Specialist's actual pay will be based on a full time, 35-hour work week (benefits eligible), and will be based on location and align with qualifications and experience.

The Nature Conservancy is proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

In addition to your salary, you will also receive a competitive, comprehensive benefits package including health care benefits, flexible spending accounts, 401(k) plan to include 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.

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!

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: Conservation Practitioner V

Job Family: Conservation

Internal Job Code: 450004

Salary Grade: 5

Status: Salaried

PeopleSoft Job ID Number:

Date: May 2022