

## Resilience Forestry Practitioner

### Who We Are:

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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:

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The Resilience Forestry Practitioner collects, manages, and enters field data for resilience forestry operations. Data will include tree survival surveys, updating road access maps, and site assessments. The Resilience Forestry Practitioner utilizes GIS, drones, and other tools to collect and manage data. They may work with other contractors and forestry crews on tree planting and tending fieldwork. They visit several field sites across NE Minnesota and maintain records using a database, PC and mobile device. They may work alone or with other staff in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. Requires considerable physical exertion and/or muscular strain.

This is a full-time, short-term position working for approximately 15 weeks from approximately early-May to mid-August of 2024. This is an hourly position which will pay \$15.50 to \$19.15 per hour, depending on experience.

### We're Looking for You:

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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. We're looking for someone who is passionate, motivated problem-solver. Come join TNC and apply today!

## What You'll Bring:

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- High school diploma or GED and 1 year's training in a forestry or science-related field or related experience in land management.
- Experience recognizing plant and animal species.
- Experience operating various types of equipment in a safe and efficient manner (e.g. chainsaw, ATV or OHV, or similar equipment).
- Must have a valid driver's license.
- Experience working in a team environment.
- Must be able to obtain related licenses or certifications as required. (e.g. First Aid, CPR, FAA Drone License Part 107).

*In addition, the following **DESIRED** skills and/or experiences would be an asset for this role but are not required. For applicants without these, please view these as areas or skillsets where you will have **opportunities for growth and professional development**.*

### DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Experience with forest measurement tools and techniques.
- Experience using Geographic Information Systems (GIS) and Global Positioning Systems (GPS).
- Experience maintaining attention to detail when hand-entering data.
- Experience piloting Unmanned Aerial Vehicles (UAVs) i.e. drones, using drone mapping programs, and drone image processing.
- Experience with mobile mapping and data collection software such as Field Maps for ArcGIS and Avenza Maps.
- Ability to work independently.

## What We Bring:

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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 the following benefits package for short-term, seasonal positions – participation in our 401(k) plan, paid personal days, sick leave, paid holidays, employee assistance program, employee assistance program, other life and work wellbeing benefits.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

## Additional Information:

TNC also fosters an environment supportive of empowering our employees, amplifying an equitable workforce, and creating opportunities to participate in our nine Employee Resource Groups.

In alignment with the global organization, the Tri-State chapter is making an intentional effort to creating a community of inclusivity and belonging through collaboration and feedback. We're committed to building a culture based on trust, transparency, empathy, and accountability. We value individuality and difference of backgrounds and ideas, and we encourage candidates of all backgrounds to apply.

### Salary Information:

The starting pay range for a candidate selected for this position is generally within the range of \$15.50 – 19.15 per hour. This hourly range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

*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.