

WY Native Plant Nursery Manager

Office Location:

Red Canyon Ranch, Lander, Wyoming, USA (remote work not possible)

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:

Based at Red Canyon Ranch Preserve in the foothills of the Wind River Mountains near Lander, Wyoming, the WY Native Plant Nursery Manager will lead the establishment of a native plant nursery that aims to answer critical questions on the cultivation of native plants. They will work closely with other science and stewardship staff to grow high-priority native plants, research and develop best practices for cultivation and share findings with commercial seed growers. The WY Native Plant Nursery Manager will be an integral part of TNC's team that is working to increase the availability of native seed on the commercial market to improve restoration outcomes in the state and across the Sagebrush Sea.

The WY Native Plant Nursery Manager gathers and synthesizes data in order to assess & adapt native plant cultivation. They may work in variable weather conditions, at remote locations, in hazardous terrain, and under physically demanding circumstances. These may include considerable physical exertion and/or muscular strain; long hours in isolated settings; exposure to hazards such as biting/stinging insects, venomous snakes, other wildlife.

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

As part of the Wyoming business unit of TNC and TNC's ecosystem-wide Sagebrush Sea Program, the WY Native Plant Nursery Manager will contribute to our goals of accelerating the pace of restoration and proactive management to maintain a diverse and functional sagebrush ecosystem that supports Wyoming's wildlife and people.

Specific responsibilities include but are not limited to:

- Establishing and maintaining fields and greenhouses for native plant cultivation.
- Nursery management including seed sowing, harvest, processing, and storage.
- Application of integrated pest management in field and greenhouse settings.
- Collecting and synthesizing data on cultivation practices and their outcomes.
- Financial responsibility may include working within a budget to complete projects and assisting with budget development.
- Communicating best practices and recommendations to a variety of audiences.
- Planning and/or leading volunteer workdays.
- Maintaining facilities and equipment.

This is a 5-year grant funded, full-time position. Funding has been secured for the first year with the expectation that funding will be secured on an annual basis for the full 5 years. Optional employee housing available.

What You'll Bring:

- Bachelor's degree in science related field and 2 years related experience or equivalent combination of education and experience.
- Experience collecting and recording data.

DESIRED QUALIFICATIONS

- Experience with plant cultivation.
- Experience maintaining equipment and facilities.
- Ability to communicate clearly in written and verbal communications.

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.

Salary Information:

The starting pay range for a candidate selected for this position is generally within the range of \$26.70 – \$29.55 hourly. This 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.

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: Science Specialist

Job Family: Science

Internal Job Code: 850003

Salary Grade: 5

Status: Hourly

PeopleSoft Job ID Number: 55704

Date: September 2024