

Job Posting



Aravaipa Canyon Preserve Manager, Arizona

Posting ID: 55980

<https://www.nature.org/en-us/about-us/careers/>

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 Aravaipa Canyon Preserve Manager, Arizona (ACPM) develops, manages and advances conservation programs, plans and methods for the 420,000 acre Aravaipa watershed within the second-largest intact landscape in the Southwest. The Aravaipa Canyon Preserve includes the Aravaipa Ecosystem Management Area with 9,000 acres of deeded land stewarded by The Nature Conservancy and 70,000 acres of BLM land as well as USFS and State grazing allotments. The Preserve Manager implements strategies for enhancing ecosystem integrity, protection against fragmentation of the landscape, and connectivity across ecological barriers. They develop and implement strategies for regenerative agriculture and sustainable grazing in a working backcountry, while directing and undertaking restoration and preservation of wilderness and wilderness quality habitat. They steward habitat for the state's most complete assemblage of native fishes including Critical Habitat for the spikedace and loach minnow. They develop, and implement strategies to preserve, enhance, and restore native flora and fauna (including several federally listed species) and they collaborate with stakeholders and partners to build resilience across biotic communities in a climate of change. Position supervises two employees.

We're Looking for You:

Want to help save the planet? Through the efforts of The Nature Conservancy, thousands of acres in Arizona have been preserved for people and nature. From the mountains to the sea, the Arizona

Chapter is dedicated to conserving the natural resources that make Arizona unique. This is an exceptional career opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

This position lives on the property in housing provided by The Nature Conservancy. The Aravaipa Canyon Preserve Manager provides technical leadership and support to a business unit or division by planning, directing and implementing preserve management programs and stewardship. They address critical threats to natural systems and individual species, foster cross-site learning among an international conservation community, and supply conservation planning teams with site or landscape level information relevant to the planning process. They develop and implement conservation strategies, employ a full range of protection tools to acquire varying degrees of legal interest in land, and implement a variety of strategies to secure public and private support for TNC conservation priorities. They coordinate community support and maintain preserve areas frequented by the visiting public.

Duties are anticipated in the percentages below, and may fluctuate based on the business needs:

Plan and direct preserve management programs and land stewardship (Approximately 50%)

1. Implement the Aravaipa Ecosystem Management Plan, San Pedro Watershed Plan, and Arizona Business Unit Plans.
2. Plan and implement a regenerative livestock operation on a working ranch.
3. Plan and implement a native grass cropping operation on irrigable agricultural fields for restoration purposes.
4. Assist regional land managers with native grassland restoration strategies.
5. Plan, coordinate, and direct ecological monitoring, including fish and wildlife inventory and monitoring surveys.
6. Plan, coordinate, and direct fire related activities, and outreach activities, with internal and external partners.
7. Plan, coordinate, and direct vegetation management activities, including invasive species control and monitoring.
8. Oversee the development and management of the preserve budgets. May administer project budgets unique to the program area.
9. Manage the general operation and function of the preserve buildings and infrastructure.
10. Maintain preserve areas on TNC lands available to the visiting public, such as signage, trail, and road maintenance.
11. Address critical threats to natural systems and individual species.
12. Coordinate and oversee work by contractors.

Coordination with BLM and other agency, NGO, community, tribal, and academic partners (Approximately 15%)

1. Leverage the best management practices for landscape conservation, wildlife connectivity, habitat restoration, and watershed management with our partners, neighbors, and local indigenous communities to support the Arizona Chapter and its initiatives.
2. Support state and federal agencies in the development of native fish habitat restoration and protection plans.
3. Coordinate with other site managers in the program to share resources and experience.
4. Represent TNC in the local community at meetings and collaborative groups.
5. Coordinate community support functions, such as events and meetings.

Arizona business unit cross-function coordination and participation (Approximately 10%)

1. Work with Development and Marketing staff on outreach and event coordination at Aravaipa.
2. Participate in interdisciplinary work groups within the Arizona program.

Supervision and Administration (Approximately 15%)

1. Ensures: (1) safety is prioritized in all aspects of preserve operations; (2) appropriate management and resolution of personnel issues; and (3) stewardship employees are connected to, and engaged with, the broader Chapter.
2. Supervises technical, administrative and professional staff with responsibility for performance management, training and development.
3. Regularly meets with direct reports and carries out formal quarterly and year-end performance conversations.

4. Ensures that staff are trained to safely perform maintenance and safely use equipment on property (e.g. gain saws, UTVs, tractors, farm implements, etc.).
5. Timely and accurate completion of administrative functions such as regular on-going check-ins with employees, performance reviews, expense reports, and timecards.

Other Duties (Approximately 10%)

1. Works with other site managers and stewardship staff statewide on special projects and events.
2. Collaborates with Stewardship Program Manager and Preserve managers on overlapping responsibilities and to fill in for one another during absences.
3. Other duties as assigned.

RESPONSIBILITIES & SCOPE

- Position will execute all duties within the Conservancy's Policies, Standard Operating Procedures, business practices, processes and guidelines and Business Unit (BU) practices.
- Manage multi-disciplinary administrative and professional staff, with responsibility for performance management, training and career development.
- Gain cooperation from outside parties to accomplish program goals.
- Financial responsibility may include working within/managing a budget to complete projects, negotiating and contracting with vendors, assisting with budget development, and meeting fundraising targets.
- Ensures program compliance with internal policies and external requirements.
- Work is diverse and may not always fall under established practices and guidelines.
- Under minimal supervision, makes independent decisions based on analysis, experience and context.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
- Frequent travel including overnight throughout Arizona for meetings, staff retreat, visiting other preserves, etc. and occasionally in U.S. for trainings, etc.
- Required to work long hours, weekends, and holidays as needed.
- Valid driver's license.
- Other duties as assigned.

What You'll Bring:

- BA/BS, conservation biology or natural resource management and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Experience:
 - Managing remote natural land and water areas
 - Supervising staff, volunteers and/or work groups.
 - Working with a regenerative livestock operation on a working ranch.
 - Communicating with the public and/or media both in writing and verbally.
 - Working with computers and related software, such as Windows, Microsoft Office (Outlook, Excel and Word), "Box", Teams, web browsers and internet research.
 - Operating various types of equipment (e.g., tractor, lawn mower, chainsaw, UTV, ATV or OHV, two-way radio, or similar equipment).
- Regularly lift, move, push, pull 25 pounds.
- Youth qualified ((completes TNC training within initial 30 days of employment; annually thereafter).

DESIRED QUALIFICATIONS

- Demonstrated ability to thrive in a remote, rural community.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Knowledge of southwestern native fish and wildlife, and Southwest ecosystems
- Experience working with native fish in the Southwest.
- Experience working with state and federal land, water, and wildlife management agencies.
- Experience managing habitat for sensitive fish and wildlife species.
- Knowledge of land management conservation practice and conservation science.

- Ability to explain conservation practices to technical and non-technical audiences.
- Knowledge of current trends and practices in conservation, land management, and natural resource preservation.
- Experience working with diverse group of stakeholders including governmental agencies, environmental organizations, local political offices, and private companies.
- Experience managing complex or multiple projects.
- Experience working in a metrics driven culture
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages.
- Completing tasks independently with respect to timeline(s).

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.