

The Nature Conservancy

JOB DESCRIPTION

JOB TITLE:	LEAD SCIENTIST (MGR)
JOB FAMILY:	Applied Scientists
JOB NUMBER:	150045
SALARY GRADE:	12
FLSA STATUS:	Exempt

ESSENTIAL FUNCTIONS:

Reporting to the Chief Scientist, the Lead Scientist provides technical and scientific leadership and is a senior subject matter expert (SME) for the areas described below. Scope and scale encompasses the entire organization. He or she advises senior management on the following functions:

- Creation and implementation of a strategic social science vision that creates new knowledge on how conservation interventions impact human well-being, and in turn how human values and culture can be shape interactions with nature and natural resources
 - The design of conservation strategies that improve human well-being, as well as the design of a monitoring and measures program that documents the extent to which conservation benefits people and promotes equity and human development.
 - Works across global boundaries and collaborates with scientists/science community (academic and other) around the world to enhance the practices of others and establish TNC as a global leader in conservation social science
 - Develop, promote and help implement the conservation social science and ecosystem services best practices required to achieve tangible, lasting results
 - Function as a bridge between scientists and non-scientist conservation practitioners and human development partners, and serve as a spokesperson and advocate
 - Conduct original research; publish findings in scientific journals to add to the body of conservation science knowledge and support TNC conservation goals
 - Strengthen use of social sciences and ecosystem services science within TNC by fostering risk-taking and innovation and ensuring that human well-being is integral to conservation planning from the outset
 - Fundraising with donors and funding agencies interested in human well-being and development.
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REQUIRED KNOWLEDGE AND SKILLS:

- PhD, post-doctoral experience and at least 10 years related experience, including publications pertaining to the impact of conservation on people. Potential areas of expertise could include ecosystem services, anthropology, economics, rural sociology, psychology, human geography, etc.
- Proven strategic thinker and communicator.
- Broad and comprehensive knowledge of all areas of conservation
- Expert knowledge of current and evolving trends in relevant discipline.
- Networking extensively in scientific communities: Initiates and maintains extensive contacts with key scientists and officials of other organizations. Highly regarded in the scientific community.
- Exercising creativity, foresight and mature judgment to plan, organize and guide extensive scientific projects.
- Proven fundraising experience for conservation-wide programs and projects.
- Success with bringing different disciplines (i.e. natural/physical sciences with social sciences) to achieve project objectives
- Proven records of bridging strategic top down/global approach with bottom-up/local community requirements to include international arenas
- Leadership in multi-cultural setting and teams

- Proven ability to lead multi-cultural teams in planning, organizing and conducting fieldwork.

COMPLEXITY/PROBLEM SOLVING:

- Resolves large-scale, complex problems through systematic, thorough studies.
- Creates and/or improves techniques and procedures for complex projects independently.
- Propose and implement procedures to enhance overall performance in accordance with short and long term objectives.
- Highly diversified work involves participation in the formulation and evaluation of broad policies.

DISCRETION/LATITUDE/DECISION-MAKING:

- Decisions may affect organization's public image.
- Decision may have maximum financial and/or legal impact on the organization.
- Maximum opportunity to act independently.
- Decisions may bind the organization financially or legally.

RESPONSIBILITY/OVERSIGHT – FINANCIAL AND SUPERVISORY:

- Broad management and leadership responsibility. Recruit, retain and manage high quality and effective staff.
- Identify, cultivate and solicit major donors in support of program activities.
- Overall responsibility for financial management of program, including setting financial goals, analyzing results and taking corrective actions.
- Ensure that programmatic commitments, financial standards and legal requirements are met.
- May commit significant financial resources of the Conservancy.
- Selects issues for research in line with the Conservancy's major projects and objectives.
- Provides guidance and supervision pertaining to overall objectives, critical issues, new concepts and policies.
- Plans, organizes and directs assigned project programs.
- Supervises project staff of 5 or more Scientists I-IV and Science Technicians I-II, including responsibility for performance management, training and development.
- Designs and implements experiments relative to program area.
- May also supervise a small staff of scientists, technicians, interns and/or volunteers on a project basis.
- May manage a grant or contract or write a request for proposal.
- Helps develop work plans and project budgets.
- May negotiate and contract with vendors.

COMMUNICATIONS/INTERPERSONAL CONTACTS:

- Networks with organization officers and scientists to recruit support for the Conservancy, publicize Conservancy efforts and gather information about current research.
- Synthesize and integrate research findings, lessons learned and/or next steps and communicate to the highest levels of the organization.
- Ability to deal effectively, diplomatically, honestly and sensitively with all levels of management and staff.
- Acts as a Science liaison to Board of Directors, Science Council, Executive team, and Conservation Leadership Team, and influences their decisions to account for human well-being as an outcome of conservation..
- Creates and communicates a compelling vision; practices the Conservancy's core values.
- Commands attention, can change tactics midstream and manage group processes during presentations or discussions.
- Superb communication and presentation skills; ability to persuasively convey the mission of TNC to diverse groups including major donors, partners in human development, corporate executives, board members and others who are critical to the organization's overall prosperity.

WORKING CONDITIONS/PHYSICAL EFFORT:

The Lead Scientist may work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. These conditions may:

- require physical exertion and/or muscular strain
- present possibility of injury

This position also requires:

- ability to travel up to 50% in both the U.S. and internationally
- ability to work well cross-culturally and in rural communities in different countries
- flexibility to work long hours during deadline periods
- location is negotiable but should be in either a relatively large TNC office or a major research university with faculty expertise in social science and ecosystem services.
- must send reference letters at time of application
- interviews will be held January 15, 2013 only.

The Nature Conservancy is an Equal Opportunity Employer.