

## Utah NATURE Program Fellow

### 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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In 2021 The Nature Conservancy and Utah State University-Blanding launched an 8-week paid undergraduate program focused on natural resource management for students with Tribal backgrounds. The Native American Tribes Undertaking Restoration and Education (NATURE) program seeks to bridge the gap between traditional ecological knowledge and western science by mentoring and training a small cadre of undergraduates from Tribal backgrounds to work at the interface of scientific research, public lands management, and Tribal perspectives. Students receive training in essential skills including GIS, remote sensing, methods in rangeland assessments, ecological restoration, and inventory and monitoring methods from leading experts in the field. Students meet with and are mentored by traditional Indigenous practitioners, public land managers, and professors as they develop a culminating project. The students' summer experiences conclude with final, formal presentations, typically tackling an environmental issue relevant to their personal and academic experiences. A fundamental goal of this program is to provide mentorship, internship, and job skills for Indigenous students to help prepare them for related professions.

The Utah NATURE Program Fellow (NPF), a one-year position starting January 1, 2025, and ending December 31, 2025, acts as the program manager with key tasks including the development, management, and coordination of the NATURE 2025 program. The position will be remote, part-time, approximately 15-20 hours per week, during the academic year, becoming in-person, full-time for the 10 weeks when the program is in session. The Program takes place June 16th through August 15th, 2025. The NPF will travel with the students throughout the 10 weeks. During those 10 weeks travel is reimbursed, and room and board are provided.

The NPF coordinates the NATURE Program for the 2025 season, including managing the schedule and supporting students. The NPF will work for four months with the leadership team. They will advertise and recruit student participants, interview student candidates, plan the schedule and curriculum development for the program. The NPF will be full-time for 10 weeks during the summer where they will work directly with the students as a mentor, facilitate speakers and programming, and will organize travel. Following the in-person session, the fellow will work directly with TNC's new Global Director of Indigenous Science to explore building a framework for creating a TNC-wide NATURE Program.

### What You'll Bring:

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#### Minimum Qualifications:

- BA/BS degree in science-related field and 1-year related experience in land management or similar field or equivalent combination of education and experience.
- Experience with natural systems.
- Experience in ecological land management principles.
- Experience working with Tribal communities or with Tribal students.

#### Desired Qualifications:

- Preference for candidates who have already finished their undergraduate degrees.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- 1 – 2 years of mentorship or teaching.
- Ability to recognize plant and animal species.
- Knowledge/understanding of current trends and practices in conservation, land management and natural resource preservation/conservation or similar field, including Indigenous ways of knowing.
- Preference for experience and knowledge of desert Southwest ecosystems.
- Ability to complete tasks independently with respect to timeline(s).
- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers).
- Communicating clearly via written, spoken and graphical means in English and other relevant languages.

### 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 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](https://www.nature.org/careers) on [nature.org/careers](https://www.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.*

### Apply Now:

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To apply for job ID 55713, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM EST on November 11, 2024. Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

### Our Competencies:

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<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.

### **For Internal Reporting:**

Job Title: Conservation Practitioner IV  
Job Family: Conservation

Internal Job Code: 450003

Salary Grade: 4

Status: Hourly

PeopleSoft Job ID Number: 55713

Date: September 2024