A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world’s toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

YOUR POSITION WITH TNC

The Iowa Agriculture Program Director will lead The Nature Conservancy’s agriculture initiatives in Iowa by collaborating with TNC’s conservation, government relations, marketing, Mississippi River Basin programs and other teams to develop and implement solutions related to water quality, soil health and climate change. The Program Director will lead our 4R Plus program working closely with the agriculture sector to develop and implement strategies and projects to improve water quality and soil health.

ESSENTIAL FUNCTIONS

Foster relationships with private and public sector partners to develop and implement innovative strategies to increase farmer adoption of soil health and water quality agricultural conservation practices. Implement the 4R Plus program in Iowa in collaboration with agribusinesses, producer groups, crop consultants, farm managers, watershed initiatives and state government agencies. Oversee message development and delivery, marketing and outreach to Iowa’s farmers to provide accurate and relevant information about conservation practices that will reduce nutrient loading in Iowa’s rivers and streams. Apply and communicate the best available science and economics to promote the adoption of conservation practices, in alignment with Conservancy priorities and goals. This highly collaborative position provides ag expertise and assists TNC staff in advancing on-the-ground conservation projects.

RESPONSIBILITIES & SCOPE

- Advances relationships with the agriculture industry and organizes partnerships that engage the industry in promotion of nutrient and soil health best management practices for farmers through the Iowa 4R Plus program.
- Works closely with other programs in Iowa and throughout the Conservancy (including North America Agriculture Program) for synergy, participating as a member of cross-border teams and ensuring that Iowa’s efforts support and complement the broader goals of the organization.
- Works with other organizations in a collaborative and advisory capacity and positions the Conservancy as a respected leader in Iowa.
- Designs, implements and coordinates multiple projects, setting and meeting deadlines and ensuring program accountability.
- Responsible for developing, implementing and managing public and private grants and complex contracts/agreements.
- Responsible for ensuring that public and private funds are raised to meet program needs.
- Establishes ambitious and realistic goals for the program while controlling costs and administering budgets.
- Frequently makes independent decisions based on analysis, experience, and judgment.
- May supervise staff, volunteers, or interns.
- Occasional travel within Iowa and nationally.

MINIMUM QUALIFICATIONS

- BA/BS degree and 5 years’ experience in conservation or agricultural practice or equivalent combination of education and experience.
- Proven experience managing complex or multiple projects with diverse partners, both internal and external.
- Experience working with the agricultural community.
- Experience developing partnerships and leading collaborations within the private sector, public sectors.
- Project management experience, including motivating, leading, setting objectives and managing performance.
- Experience communicating and negotiating effectively.
- Valid driver’s license.

DESIRED QUALIFICATIONS

- 5-7 years’ experience in conservation, agriculture and marketing or equivalent combination of education and experience.
- Demonstrated experience influencing, developing and implementing conservation policy and plans with the public and private sectors.
- Established relationships with agricultural community in Iowa.
- Experience in partnership development with the private sector, non-profit partners and community groups.
- Familiarity with the principles of nutrient management and agricultural practices.
• Knowledge of current trends and practices in conservation and agriculture.
• Demonstrated experience in fundraising, sales, marketing and message development/delivery.
• Understanding of sales and marketing principles and messaging
• Political savvy and experience in presenting to and communicating with business, governmental, and community leaders, and the public.

ORGANIZATIONAL COMPETENCIES

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<th>Builds Relationships</th>
<th>Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.</th>
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<tr>
<td>Collaboration &amp; Teamwork</td>
<td>Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.</td>
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<td>Communicates Authentically</td>
<td>Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.</td>
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<td>Develops Others</td>
<td>Takes ownership to help develop others’ skills, behaviors, and mindsets to help them maximize their workplace contributions.</td>
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<td>Drives for Results</td>
<td>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.</td>
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<td>Leverages Difference</td>
<td>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 stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.</td>
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<td>Systems Leadership</td>
<td>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.</td>
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HOW TO APPLY

Application Deadline: February 10, 2020
Please submit your resume, and cover letter through The Nature Conservancy’s online application system at nature.org/careers. All applications must be submitted in the system prior to 11:59 p.m. Eastern Time on February 10, 2020. If you are having technical problems with the site or application process, contact applyhelp@tnc.org and include the job opening ID. Any questions related to this specific position may be directed to ccarter@tnc.org.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

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 all genders with 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 or veteran status or other status protected by law.