

River Resilience Coordinator

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 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 River Resilience Coordinator (RRC) develops and implements watershed conservation activities, partnerships, and outreach in the Interior Highlands geography across parts of MO, AR, and OK. The RRC is an integral conservation project team member contributing to the Missouri's priorities including biodiversity protection, nature-based solutions, connectivity, as well as karst and aquatic organism passage work. Although the work of this role is Missouri based, there will be opportunities for cross state collaboration with other TNC chapters and partners.

The Coordinator implements actions to achieve sustainable conservation efforts that can be scaled and leveraged beyond state and local county borders. These bodies of work involve facilitation/development of prioritized stream crossings lists for Interior Highlands counties, bridge replacement coordination, field days, grant writing for funding to support project implementation, and organizing county specific peer to peer groups united around aquatic organism passage. The RRC works cooperatively with groups of various stakeholders and partners, including public agencies, local groups, conservation organizations, landowners, managers, road/bridge supervisors, state/local governments and their officials, and communities. With these stakeholders, the RRC will identify, develop, promote, and implement floodplain resiliency, aquatic organism passage, and karst conservation activities.

What You'll Bring:

- Bachelor's degree in biology, social science, natural resources management, project management, or related field and at least 1 years of relevant work experience; or equivalent combination of education and experience, such as an Associate's degree and at least 3 years related experience.
- Experience organizing time and managing various activities to meet deadlines.
- Strong written and verbal communication skills with attention to detail.
- Experience using common software applications such as Word, Excel, web browsers, etc.

DESIRED QUALIFICATIONS

- 2-5 years' experience in natural resource management, watershed scale conservation, similar field or equivalent combination of education and experience.
- Experience with contracts or other legal documents as well as grant writing and administration.
- Excellent organizational and time management skills, with the ability to manage multiple projects and deadlines, and works well as a contributing partner of a larger team.
- Ability to coordinate project implementation and information from a number of sources to populate databases, create reports and produce manual files.
- Excellent interpersonal skills and experience working with a variety of external and internal stakeholders, e.g., government agencies; county agencies and staff; non-governmental organizations; internal scientists, operational and legal staff.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- ArcPro, GIS, or AutoCAD experience would be appreciated.

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 awesome 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!

Additional Details:

- Location:** Springfield, Jefferson City, Rolla, or West Plains Missouri. Other locations within a reasonable commute to the Interior Highlands geography are acceptable.
- Position Type:** Full-time, Hourly (40 hours/week)
- Salary Range:** \$22.00-28.00/hour), commensurate with experience
- How to Apply:** To apply, visit TNC Careers for [internal](#) and [external](#) candidates. For current employees, applications are only accepted through Workday. The job requisition ID is JR102189. All applicants will need to submit a resume.
- Deadline:** Our recruiting process is a rolling interview process to ensure we engage applicants in a timely manner. We review applications in the order in which they are received.

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.