

The Nature Conservancy

Indiana Chapter

Northeast Indiana Assistant Land Steward

Douglas Woods ©Cristi Hall

Become a force for nature and a healthy planet by joining The Nature Conservancy!

Who We Are:

The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is guided by our values, which include a [commitment to diversity](#) and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life #insideTNC. Want to know more? Check out our [TNC Talent playlist on YouTube](#) to hear stories from staff, or visit [Glassdoor](#).

One of TNC's primary goals is to cultivate an inclusive work environment so that employees around the globe have a sense of belonging and feel that their unique contributions are valued. We know we'll only achieve our mission by hiring and engaging a diverse staff that reflects the communities in which we work. Recognizing that people bring talent and skills that have been developed outside the scope of a job, we take a holistic approach to recruitment that considers life experience in addition to the professional requirements listed in our postings. Please apply – we'd love to hear from you. To quote a popular saying at TNC, "you'll join for the mission, and you'll stay for the people."

What We Can Achieve Together:

The **Northeast Indiana Assistant Land Steward** performs and participates in preserve operations including the maintenance, management, and coordination of conservation programs. They will assist the Land Manager to maintain preserve areas; identify and remove invasive species; harvest and plant native seeds; conduct monitoring and research; and participate in all capacities of TNC Indiana's prescribed fire program. The Assistant Land Steward will operate field equipment and heavy machinery; maintain tools, fleet vehicles, structures, and equipment; and assist with outreach and community events. They may also help lead work crews consisting of seasonal staff and volunteers; and travel occasionally to assist with larger projects in the region.

The scope and responsibilities for this position include teamwork and interaction with diverse groups of people; working within a budget; leading or monitoring work groups; sometimes working under minimal supervision; and traveling occasionally for training, regional meetings, and other projects. Work requires considerable physical exertion and/or muscle strain; irregular work hours and long days, particularly during spring and fall fire seasons; and variable weather conditions, at remote locations for long periods of time, on difficult and hazardous terrain.

This is a full-time (35 to 40 hours per week), field position based at our Northeast Indiana Project Office in Hamilton, Indiana. The compensation range begins at \$19.75 an hour and may be negotiable depending on experience.

We're Looking for You:

The Nature Conservancy in Indiana is looking for a **Northeast Indiana Assistant Land Steward** to join us in protecting 2400 acres of owned and/or managed land across 6 counties in Northeast Indiana. Efforts include the restoration of pre-agricultural habitat through reforestation, hydrological restoration of ephemeral and perennial wetlands, and installation of native wetland plants. We work to maintain valuable remnant communities through the control of invasive species and fire management; and work with neighbors to minimize ongoing threats to our states valuable Natural Heritage. You will join a passionate and skilled team of staff that use a variety of conservation strategies and restoration tools to maintain, enhance, and advocate for this diverse landscape. If you are a highly motivated, capable individual who enjoys working outside, apply now to find a rewarding career with the world's leading conservation organization working to take care of nature, so nature can take care of us.

What You'll Bring:

- AS/Technical or vocational degree in science-related field and 1-year related experience in custodial and ecological land management or similar field; or equivalent combination of education and experience.
- Experience with natural systems and ecological land management principles.
- Experience operating and maintaining various types of equipment and machinery (e.g. sprayers, brushcutters, UTVs).
- Experience using common and/or field related software applications (e.g.; Microsoft apps, web browsers, Google Earth, ArcGIS).
- Meets minimum TNC NWCG training for Basic Wildland Fire Fighter Type 2 (FFT2) at start date or within 6 months, including the physical fitness requirements at the arduous level.
- Must obtain and maintain related licenses or certifications as required (ex: first aid, CPR, herbicide/pesticide application).
- Must have and maintain a valid driver's license.

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 around 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.

To Apply:

Visit <http://www.nature.org/careers> and use keyword "Indiana" to search for this and other open positions with the Indiana Chapter. **Deadline to apply to this position is 11:59 pm EDT September 15, 2023.**

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.

For Internal Reporting:

POSITION TITLE:	Northeast Indiana Assistant Land Steward
JOB TITLE:	Conservation Practitioner III

JOB FAMILY:	Conservation
JOB NUMBER:	200087

SALARY GRADE:	3
STATUS:	Hourly

PS JOB ID #:	53883
DATE:	Aug 2023