

Stream Restoration Project Manager

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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 National Forest Stream Restoration (NFSR) Project Manager will embed within the United States Forest Service (USFS) office, and coordinate directly and frequently with USFS Fisheries Biologists, Hydrologists, Soil Scientists, Ecologists, Engineers, Line and Staff Officers in the implementation of their duties. The NFSR Project Manager develops, manages, and advances implementation of habitat improvement, bank stabilization, and aquatic organism passage projects on National Forest land. The NFSR Project Manager will assist with the development and implementation of USFS Watershed Restoration Action Plans (WRAPs), including watershed and project prioritization, while also developing new, and cultivating existing, local watershed stakeholder relations. They develop both budget and work estimates, as well as assist with permitting, funding, and coordinating implementation of restoration projects on National Forest land.

Job scope and responsibilities may include supervising project implementation; negotiating and contracting with vendors; developing, managing, and working within a budget; assisting with outreach and fundraising; working independently; sometimes in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

This is a full-time position, located in the USFS Bedford, Indiana office, with some optional remote work available. This is currently a 5-year term limited position, however, success of the work may lead to fulltime employment. They will be a TNC employee, however, they will be based with the US Forest Service on this specific project.

We're Looking for You:

The Nature Conservancy in Indiana is looking for a Stream Restoration Project Manager to join our expanding Freshwater Team as they protect the waterways of Indiana and beyond! The Hoosier National Forest and other USFS land covers over 400,000 acres in Indiana, traversing many small watersheds. Historic use in USFS land creates impediments to aquatic organisms and altered natural stream flows. Our Freshwater Team is currently partnering with the USFS to create capacity of existing efforts to create unimpeded passage for fish and other aquatic species at road-stream crossings and restoring natural stream conditions. Come help us develop and deliver innovative strategies that will make Indiana forestland a place of pride to live, work, and play.

What You'll Bring:

- BA/BS degree and 5 years' experience in agriculture, conservation, natural resource management, fisheries, hydrology, geomorphology or related field; or equivalent combination of education and experience.
- Experience with project management.
- Experience with conservation programs that address water quality and aquatic restoration.
- Experience in collaboration or partnership development (NGO, community, government, etc.).

- Experience negotiating and managing complex agreements and projects.
- Experience communicating with the public and/or media both in writing and verbally.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.
- 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 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!

Salary Information:

The starting pay range for a candidate selected for this position is generally within the range of \$56,000 - \$63,500 for annual base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate’s actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

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.

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:	Stream Restoration Project Manager	JOB FAMILY:	Conservation	SALARY GRADE:	6	PS JOB ID #:	54211
JOB TITLE:	Conservation Practitioner VI	JOB NUMBER:	450005	STATUS:	Salaried	DATE:	Oct 2023