

Southern Indiana Strike Team Leader

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 Southern Indiana Strike Team Leader will lead Strike Team members to ensure the coordination, community support and implementation of preserve management plans. Activities include maintaining preserve areas; removing exotic species; monitoring species; using and maintaining tools, equipment, and heavy machinery; and serving as part of an extensive state-wide prescribed fire workforce. Fire activities include preparation and implementation of prescribed fire and wildfire suppression; and keeping abreast of new burn techniques and equipment to enhance skills and maintain/grow professional fire certification credentials. They will build and maintain relationships in the professional fire community and in the local community where the Conservancy works. The Leader will supervise other crew members and aide in delivering prescribed fire and wildland fire training for TNC staff and partners.

Responsibilities & Scope:

- May lead or monitor work groups consisting of staff, interns, and volunteers covering a wide geographic area.
- Financial responsibility may include working within a budget to complete projects, negotiating and contracting with vendors, assisting with budget development, and fundraising targets.
- Networks with diverse groups, including landowners, conservation partners, government officials, donors, board members and the public to recruit support for the Conservancy and publicize Conservancy programs/preserves.
- May work under minimal and/or distant supervision; may supervise staff; may make some independent decisions based on analysis, experience, and context.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
- Some projects and activities may require long days, working weekends, and extended travel. Frequent travel throughout Indiana and the Midwest (up to 50% time) is expected. Occasional camping may be required.

This is a full-time (average 35 hours per week), hourly position, funded for three years with the possibility to extend, and based at our project office in Nashville, Indiana. Temporary housing may be available while new hires find their own local housing.

We're Looking for You:

The Nature Conservancy in Indiana is looking for a Strike Team Leader for a newly formed team as they protect and restore some of the finest natural areas across Southern Indiana! You will be responsible for the daily oversight and coordination of the crew, including continuous coordination with multiple partners; project identification and prioritization; accomplishment tracking; logistics planning; purchases; equipment maintenance; and assuring the overall safety of the crew.

You will master new techniques and equipment to build your skills and certifications, increase your leadership capabilities, and build strong relationships with the fire community and local areas where we operate. TNC strongly supports the professional development of our prescribed fire staff through travel and training to obtain and/or maintain National Wildfire Coordinating Group (NWCG) qualifications. This is an exceptional opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

What You'll Bring:

Minimum Qualifications:

- BA/BS degree in a science-related field and 1-year related experience in custodial and ecological land management or a similar field; or equivalent combination of education and experience.
- Qualified Fire Fighter Type 1 (Squad Boss) and successful completion of FFT1 task book. Requirements for FFT1 can be found in the Conservancy Fire Management Manual at: <http://www.tncfiremanual.org/SquadBoss.htm>.
- Must achieve physical fitness standards as set by local Fire Manager and the TNC Fire Manual.
- Experience operating and maintaining various types of equipment (e.g.: chainsaw, UTV, tractor and implements, chippers, leaf blower, BK radio, hand tools, drip torch, etc.).
- Experience managing volunteers or entry level staff.
- Experience with natural systems and ecological land management principles.
- Ability to obtain and maintain related licenses and certifications as required. (e.g. First Aid, CPR, herbicide application).

Desired Qualifications:

- 1 – 2 years related experience in fire operations and ecological land management.
- Ability to recognize plant and animal species to complete preserve management activities.
- Knowledge/understanding of current trends and practices in conservation, land management, and natural resource preservation/conservation or similar field.
- Firing Boss or Engine Boss Qualified
- Other training which supports development of knowledge and skills: ATV Safety and Operations, S-212 Wildland Chainsaws, S-211 Portable Pumps and Water Use.

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 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!

Auto Safety Policy:

This position requires a valid driver's license and compliance with TNC's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." To learn more about the Auto Safety Program, visit <https://www.nature.org/en-us/about-us/careers/recruitment/> under the FAQ section.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which may include a review of the prospective employee's motor vehicle record.

Salary Information:

The starting pay range for a candidate selected for this position is generally within the range of \$44,000 - \$48,000 annually (based on an hourly rate averaging 35 hours per week). 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.

Apply Now:

To apply for job ID 55860, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

Our recruiting process is a rolling interview process to ensure we engage applicants in a timely manner. This means we review applications in the order in which they are received. Once a strong candidate pool is identified, the role will be unposted. The timeline may vary depending on the expressed interest in the role, so we highly encourage candidates to apply as soon as possible.

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 culture. 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 orientation, gender identity, military, protected veteran status or other status protected by law.

The successful applicant must meet the requirements of The Nature Conservancy's background screening process.

Do you have military experience? Visit our U.S. [Military Skills Translator](#) to match your military experience with our current job openings!

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.

An attractive salary and benefits package is part of TNC's value proposition to our employees. TNC strives to provide competitive pay and bases salaries on the geographic location of the role committing to being equitable across groups and providing hiring salary ranges when possible.

Since we support flexible and remote work for our employees, many positions have a flexible location within countries where we're registered as a Non-government Organization and established as an employer. This may mean we're unable to provide a hiring salary range in the posting for some of our positions. However, candidates invited to be part of our interview process will be provided their location specific range upon request.

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.

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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:	Southern IN Strike Team Leader	JOB FAMILY:	Conservation	SALARY GRADE:	4	PS JOB ID #:	55860
JOB TITLE:	Conservation Practitioner IV	JOB NUMBER:	450003	STATUS:	Hourly (35 hrs/week); regular; 3-year term	DATE:	Nov 2024