

**Job Title:** Director of Science and Stewardship, British Columbia

**Reports to:** Director of Conservation, British Columbia

**Location:** Invermere, Vancouver or Victoria

## Role Summary

The Director of Science and Stewardship (DSS) is an important role within the Nature Conservancy of Canada (NCC), British Columbia Region. Given the commitment and alignment of NCC to science-based conservation planning at the landscape scale and to objective decision-making, the Director is responsible both for the delivery of internal organizational requirements, and is the visible face of science and stewardship that is presented to the general public and other external bodies (eg. research and academia), and must convey confidence and credibility. The DSS supports NCC's conservation efforts in British Columbia through the planning, coordination and management of science and stewardship initiatives on existing and potential NCC conservation lands. This includes, among others: planning and implementation of Natural Area Conservation Plans; stewardship of lands within, and outside, approved Natural Areas, including the development of property management plans; development and implementation of the Conservation Interns program; pre-securement inspection and assessment; participation in regional strategic planning and development of annual Business Plans; and monitoring and reporting on Key Progress Indicators for Science and Stewardship. Developing major funding proposals, e.g. NAWCA, is a key responsibility. Ensuring coherence and alignment with national policies and procedures is central to this role.

This is a leadership position requiring a dynamic, flexible, self-motivated individual with team skills and a dedication to protecting and conserving the lands and waters, species and ecosystem services within British Columbia. The position requires a multi-disciplinary, professional individual with experience in ecology, conservation biology, protected areas management, restoration ecology, conservation planning, fundraising, communications, infrastructure maintenance, and human resources management. The ability to enthusiastically and clearly express the mission and philosophy of NCC to a variety of interests is a salient skill.

## Reporting Relationships

The DSS reports to the **Director of Conservation (DoC), British Columbia**, works closely with the Stewardship Coordinators, Director of Development and Finance, Regional Controller, Manager of Communications and Engagement, as well as NCC national staff and peers across the country to ensure coordination and consistency. The DSS liaises with the Science Advisory Network of the BC Regional Board and may be called upon to present to the NCC BC Regional Board.

## **Key Responsibilities**

### **1. Develop and implement Natural Area Conservation Plans (NACPs)**

Working with Regional Program staff:

- Support the creation, and at times be the primary author, of NACPs as necessary;
- Ensure that all NACPs are based on sound conservation science and planning using the Open Standards for the practice of conservation;
- Ensure land management staff are fully trained and proficient in the use of Open Standards;
- Oversee the implementation and completion of all approved NACPs;
- Ensure that all science and stewardship components of NACPs are achievable;
- Create short and long term budget and business plans related to NACPs, if appropriate;
- Report regularly on NACP progress against plan.

### **2. Develop, implement and monitor project stewardship**

Working with Regional Program staff:

- Oversee the development of all property management plans for fee simple properties, and all baseline documentation reports and baseline documentation reports for covenant properties;
- Ensure implementation of property management plans and annual monitoring and reporting of all Conservation Covenants.
- Support the development of impact-based metrics for describing our conservation outcomes.

### **3. Community and Partner Liaison**

- Represent NCC in appropriate external relations and communications functions relative to NCC's work in the Province, including key provincial and international partnerships such as the Technical Teams for the Joint Ventures (Pacific Coastal and Canadian Inter Mountain) of the North American Waterfowl Management Plan;
- Build awareness and support for NCC activities;
- Attend appropriate workshops representing NCC;
- Foster positive relationships with private and public landowners.

### **4. Development and Communications**

- Working with the DoC and Director of Development, create and deliver proposals for Program funding;
- Nurture relationships with volunteers, donors and funding partners;
- Integrate land conservation themes into marketing and development campaigns;
- Lead / assist with donor tours and property dedications;
- Spokesperson for NCC on media events and public outreach.

### **5. Finance and Administration**

- Work with the DoC and Controller to develop and present budgets and business plans for science and stewardship;
- Responsible for coordination and approval of land use activities;
- Provide timely reports to the DoC, RVP, external partners and donors;
- Ensure adherence to NCC's conservation policies, procedures, guidelines and standards;
- Ensure all conservation information is entered into NCC's Land Information System;

- Participate, as required, in Regional Board meetings and present reports and proposals within land conservation.

## **6. People Management**

- Provide leadership for conservation staff in achievement of ambitious goals;
- Hire and supervise any employees and contractors within area of responsibility, which currently includes the GIS specialist;
- Establish and evaluate performance metrics for staff;
- Foster a collaborative, supportive, and positive work environment for conservation staff.

## **Skills and Qualifications**

- Preference for a post graduate Degree, in ecology, conservation biology or related discipline with a minimum of 5 years of directly related experience, accompanied with professional accreditation;
- Active and extensive experience in all aspects of complicated land arrangements with a variety of landowners, partners, processes and outcomes in a rural setting, inclusive of the science and stewardship aspects;
- Proven ability and at least 3 years of direct people management experience, able to provide strong leadership, development and coaching to direct reports;
- Flexibility, reliability, self-motivation, a “can-do” attitude with the ability to work independently and as a leader;
- Proven operational and project management acumen, able to effectively lead a variety of resources to attain a multitude of deliverables planned, with project management skills, problem solving, planning and organizational skills, and attention to detail and timelines;
- Experience with all aspects of a not-for-profit conservation organization’s ethics, opportunities and challenges;
- A proven ability to interact comfortably with NCC’s partners, including donors, government representatives, NGO partners, and business people;
- A proven ability to work comfortably in many different venues, from the day-to-day office environment to corporate boardrooms and in the field;
- Excellent problem-solving skills and an ability to make creative, sound decisions;
- Well-developed written, verbal, listening and overall communication skills;
- A proactive and far-seeing attitude, with a proven ability to anticipate and resolve problematic situations before they arise and/or to deal swiftly and effectively with them when they do;
- Previous success in fundraising activities and working with many kinds of landowners and donors;
- Must be prepared to travel and work flexible hours.

## **How to Apply:**

NCC is an equal opportunity employer. If you are a passionate conservationist and are interested in making a difference to conservation in British Columbia, please forward your resume and cover letter making sure to note the following in the subject line of your email: Your first and last name – Director of Science and Stewardship (eg. Jane Smith – Director of Science and Stewardship to [careers@natureconservancy.ca](mailto:careers@natureconservancy.ca) no later than 5:00pm on Wednesday, May 15th, 2019.

NCC welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank everyone who applies for their interest in the Nature Conservancy of Canada; however only candidates selected for an interview will be contacted.