

POSITION DESCRIPTION



POSITION TITLE	Jed Wright 2019 Fellow
JOB FAMILY	Conservation
JOB NUMBER	450002
SALARY GRADE	2
STATUS	Hourly
DATE	January 2019

A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

JED WRIGHT FELLOWSHIP FOR RIVER HEALTH

Jed Wright worked for the US Fish and Wildlife Service in Maine as the project leader for the Gulf of Maine Coastal Program. Jed cared deeply about rivers, fisheries, and partnerships and finding solutions that made the world a better place. Through the Jed Wright Fellowship for River Health, we are instilling Jed's conservation ethic in future generations while providing a pathway for future graduates of all cultures, experiences, and identities, including those from underrepresented backgrounds, to learn firsthand about conservation work for Maine's rivers and communities.

ESSENTIAL FUNCTIONS

The **Jed Wright 2019 Fellow** will work closely with our staff, other crew members, and conservation partners to gain on-the-job experience and skills directly applicable to river and aquatic restoration in Maine. The Fellow will survey and monitor road crossings for fish passage in suburban, rural and remote areas of Maine. Tasks may include conducting surveys at and around culverts, coordinating survey sites, field work logistics, site data entry and quality control, photo file management, operating total station survey equipment, tablets and GPS field equipment to and measure physical metrics at survey sites, all in a variety of field conditions. This position will require extensive travel time, overnights, and work in remote locations.

This is preferably a **15-week full time seasonal position beginning June 3, 2019**; however, we have some flexibility on start dates and can consider a Fellow that needs a slightly shorter assignment.

RESPONSIBILITIES & SCOPE

- Works in a crew of two or more.
- **Weekly schedule of (4) 10-hour days with contiguous overnights.**
- Will work in variable weather conditions in remote locations, and at times on difficult and hazardous terrain under occasionally physically demanding circumstances.
- Works under infrequent supervision. Makes day to day decisions as delegated by supervisor.
- Plans and implements surveys at road stream crossings with a rigorous data collection protocol.
- Collects all necessary field data using tablets; completes data entry and photo management.
- Maps progress and navigates around Maine watersheds.
- Performs on-site quality control as well as checks of data entry and management.
- Acts as a positive ambassador for The Nature Conservancy and Atlantic Salmon Federation working with towns, rural communities, large private landowners and other natural resource agencies and conservation organizations.

MINIMUM QUALIFICATIONS

- High school diploma or GED and 1 year's training in science-related field or related experience or **equivalent combination**.
- Must hold a valid US driver's license with clean driving record.
- Demonstrated attention to detail and thoroughness.
- Experience working independently and as part of a team.
- Excellent communication skills (in-person, phone, email).

DESIRED QUALIFICATIONS

- Multi-cultural, multi-lingual skills, or cross-cultural experience.
- Students enrolled in a vocational, 2, or 4-year college program, preferably in a science field, are encouraged to apply.
- Individual experience that can bring a perspective to our work that is different from what is represented by much of our staff.
- Ability to perform demanding physical work outdoors, sometimes under adverse conditions.
- Field experience or training in science-related discipline.
- Experience entering data and managing data storage and web up/down-loads.
- CPR and first aid training.
- Ability to read, interpret, and navigate in remote locations using road and topographic maps, aerial photos, and other sources of mapped information.
- Experience using technology (i.e. tablets, GPS) to navigate and record data or willingness to learn.
- Meticulousness with data entry, quality control, and management of files.
- Keen desire to expand skills and experience in the environmental field.
- Knowledge and familiarity with Maine geography, natural history, and fish, wildlife, and plant identification or willingness to learn.
- Experience with Microsoft Office and Google Docs.

ORGANIZATIONAL 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, 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 maximize their workplace contributions.
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 stakeholder. 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.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

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 all genders and 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 or veteran status or other status protected by law.