

## Job Description

**Job Title:** Natural Resources Planning Manager  
**Job ID:** 39731  
**Location:** INDONESIA  
**Regular/Temporary:** Regular

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### OFFICE LOCATION

**Office Location:**

Berau - East Kalimantan, Indonesia

### ABOUT US

The Nature Conservancy is the world's leading conservation organization, working in all 50 states and more than 33 countries. Founded in 1951, the mission of The Nature Conservancy is to preserve the plants, animals and natural communities that represent the diversity of life on Earth by protecting the lands and waters they need to survive.

### ESSENTIAL FUNCTIONS

The Natural Resource Planning Manager is responsible for the overall design, coordination and implementation of a comprehensive natural resource planning program within TNC's Indonesia Forest Program. S/he uses the full range of land use planning, economic development planning & conservation planning tools and works through collaboration with national, provincial, and district government, conservation organizations and other partners as appropriate. The program manager works closely and coordinates with a wide variety of Nature Conservancy staff, private individuals, and corporations in support of conservation goals. S/he is an expert in spatial planning, development planning & conservation techniques and advises the natural resource management planning staff and government partners on the application of these tools. S/he serves as the principle contact to government agencies, other conservation organizations, foundations and academic community. S/he may play a leading role in donor identification, cultivation and stewardship for the program. Disseminates best practices, provides training and analyses to best implement organizational measures of success, and develops key partnerships.

This may include one or more of the following functions:

- Establishes the Conservancy as a major conservation partner within the area of responsibility
- Defines conservation priorities in the area of responsibility
- Leads and manages team which supports and improves conservation efforts
- Builds strategic, scientific, and technical capacity in the field
- Develops key partnerships with public & private organizations in order to identify and resolve technical issues and to widely communicate solutions and best practices
- Develops innovative scientific methods, analyses, tools, and frameworks to address the natural system needs
- Engages local community support for local conservation efforts
- Negotiates complex and innovative solutions with government agencies and landowners to conserve and protect natural communities
- Develops and implements conservation strategies

### BASIC QUALIFICATIONS

- BA/BS degree and 10 years experience in conservation practice or equivalent combination of education and experience.
- Fluency in English and Bahasa Indonesia
- Experience directing a major program of strategic importance, including management/supervision of multi-disciplinary teams
- Experience working with current trends and practices in relevant discipline(s) and regions.
- Experience in partnership development (partners, community, government, etc.); experience with high-level conservation and development contacts.

## **ADDITIONAL JOB INFORMATION**

### **Background:**

Indonesia has sophisticated planning frameworks for development planning as well as spatial planning and is now on a pathway to become a leading country in integrating climate change into existing planning approaches. The President of Indonesia has laid out a vision for Indonesia of high economic growth and low carbon emissions, and effective planning will be critical to achieving that goal. Already, important steps are being taken with national and sub-national greenhouse gas mitigation action plans and REDD+ plans in development. Indonesia's new Master Plan for the Acceleration and Expansion of Indonesian Economic Growth—which anticipates strategic expansion of mining, oil palm, and other natural resource sectors—highlights the importance of integrating development planning with spatial planning if these emission reduction goals are to be met.

The Nature Conservancy has been supporting improved natural resource planning in Indonesia for 20 years, including work with ecoregional planning, high conservation-value forest analysis, government spatial planning, and community-based natural resource planning. For the past three years The Nature Conservancy has been supporting development of the Berau Forest Carbon Program (BFCP), one of the key REDD+ demonstration programs in Indonesia. One of the key objectives of BFCP is to develop and test planning approaches that help stakeholders achieve multiple objectives, including economic development and climate mitigation. The Nature Conservancy is also a partner in the newly launched Tropical Forest Conservation Act (TFCA) debt swap between the United States and Indonesia, which will invest approximately \$20 million in REDD+ and conservation programs in 3 districts in Kalimantan. The Nature Conservancy is also heavily involved at the provincial level in East Kalimantan.

### **Required Knowledge and Skills:**

- BA/BS degree and 10-12 years experience in conservation practice or equivalent combination of education and experience
- Demonstrated experience influencing, developing and implementing conservation policy and plans at the state and/or country level
- Knowledge of current trends and practices in relevant discipline(s) and regions
- Developing practical applications of scientific concepts and technical innovations for conservation purposes
- Knowledge of methods and standards of biodiversity information systems and initiatives and experience conceiving and implementing strategic initiatives.
- Motivating team members, setting goals and leading efforts
- Delivering practical, adaptable products and services to customers
- Knowledge of politics and society with respect to environmental affairs
- Managing time and diverse activities under deadlines while delivering quality results
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages
- Demonstrated experience in fundraising
- Successful experience in developing, directing and managing multiple projects.
- Demonstrated success as an inspirational manager who has successfully motivated staff to achieve and sustain excellence.
- Demonstrated leadership and visionary qualities and able to work effectively with and through others in a decentralized and geographically dispersed organization.
- Successful experience in partnership development (partners, community, government, etc) including extensive networking with high-level conservation contacts; political savvy.
- Proven interpersonal, communication and negotiation skills.

**Complexity/Problem Solving:**

- Negotiates complex agreements, sometimes in political environments
- Develops and implements creative ideas to improve overall performance in conservation strategies
- Formulates, evaluates, and decides broad organizational policies and long-term programs
- Anticipates, diagnoses, and resolves complex problems and identifies creative solutions
- Designs, implements, and directs complex and diverse projects, encompassing multiple programs and coordinating the work of other professionals, inside and outside the organization. Incorporates cross-disciplinary knowledge to support program objectives
- Highly diversified work involves participation in the formulation and evaluation of broad policies and/or long-term programs, or making decisions, which typically have broad organizational impact.
- Directs major program of strategic importance to the Conservancy through management of multi-disciplinary teams.

**Discretion/Latitude/Decision-Making:**

- Assesses decisions' potential impact on colleagues' work, public image, scientific credibility, and financial and legal standings
- Makes decisions based on incomplete or ambiguous information and accepts associated risks
- Makes independent strategic decisions frequently based on analysis, experience, and judgment
- Decisions may affect organization's public image.
- Decision may have maximum financial and/or legal impact on the organization

**Responsibility/Oversight Financial and Supervisory:**

- Broad management and leadership responsibility.
- Recruit, retain and manage high quality and effective multi-disciplinary staff with responsibility for performance management, training and career development.
- Establish clear directions and set stretch objectives.
- Management responsibility for 10+ staff members, both internal and external to the organization
- Develops long-term strategies and achieves strategic goals and objectives
- Identify, cultivate and solicit major donors in support of program activities.
- Overall responsibility for financial management of program, including setting financial goals, analyzing results, and taking corrective actions.
- Ensure that programmatic commitments, financial standards, and legal requirements are met
- Ensures that program complies with TNC policies and procedures and external (donor/legal) requirements

**Communications/Interpersonal Contacts:AL CONTACTS:**

- Builds cooperative relationships and collaborates with diverse groups, including land owners, conservation partners, government officials, donors, board members, and the general public, to recruit support for the Conservancy and publicize Conservancy efforts
- Commands attention, changes tactics midstream as necessary, and manages group processes during presentations or discussions
- May speak with and in front of varied audiences on scientific topics and the Conservancy's mission; interacts and provides input/guidance to senior managers
- Ability to establish excellent working relationships with outside partners, state/local/federal agencies, land managers, private landowners and the academic community. Leverages constructive and effective relationships inside and outside the Conservancy.
- Work effectively in high-tension situations and maintain composure under pressure. Diffuses high-tension situations comfortably
- Work and communicate effectively with a diverse group of people, including scientists, preserve staff, and others, providing and obtaining needed information
- Ability to articulate lessons learned regarding conservation initiative successes and failures
- Ability to simplify and explain complex scientific data to general audiences
- Creates and communicates a compelling vision; practices the Conservancy's core values.

**Working Conditions/Physical Effort:**

The Natural Resources Planning Manager may work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. These conditions may:

- require occasional physical exertion and/or muscular strain
- present occasional possibility of injury
- require long hours in isolated settings

## **BENEFITS**

The Nature Conservancy offers competitive compensation, excellent benefits, flexible work policies and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

## **HOW TO APPLY**

Please submit resume and cover letter as one document no later than February 10, 2012 5:00 p.m. EST.

Visit [www.nature.org/careers/](http://www.nature.org/careers/), click View Positions and search for this listing by the position title and/or location. All resumes (CVs) and cover letters must be submitted through The Nature Conservancy's online application system. Please attach them to your application as one document.

If you are having technical problems with the site or application process, contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org) and include job opening ID. Note: Please do not send questions related to specific positions to this e-mail address as they will not be able to be answered.

All sections of online application must be completed (e.g. work experience, education and language skills, even if information is included in resume), to be considered for a position.

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## **EOE STATEMENT**

The Nature Conservancy is an Equal Opportunity Employer.

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