The Nature Conservancy

JOB DESCRIPTION

JOB TITLE:                               KANEHOE PROJECT FIELD SUPERVISOR
JOB FAMILY:                              Conservation
JOB NUMBER:                              450004 (Conservation Practitioner IV)
SALARY GRADE:                            5
FLSA STATUS:                             Exempt

BASIC QUALIFICATIONS

• Bachelor’s degree and 3 years experience in natural resource management or equivalent combination of education and experience.
• At least 3 years experience managing in-water dive operations, field crews, and marine safety practices.
• At least five years of boating experience, including performance of mechanical repair, maintenance, and on-water trouble-shooting.
• Experience building boats and/or barges.
• Minimum current dive certification as Master Diver, at least five years of in-water diving experience, and experience using, fixing, and maintaining SCUBA gear and compressors.
• Certified in CPR, basic first aid, and emergency oxygen administration.
• Experience managing Hawaiian marine flora and fauna and aquatic invasive species.
• Experience using common software applications such as Word, Excel, Web browsers, etc.

ESSENTIAL FUNCTIONS:
The Kaneohe Project Field Supervisor (Field Supervisor) plans and directs all aspects of field operations aboard The Nature Conservancy’s Super Sucker barge, including scheduling and managing a field crew during boating, diving, and snorkeling operations. The Field Supervisor will also:
• Be responsible for the design and construction of a Super Sucker and support barge;
• Coordinate all operations with the State’s Super Sucker field operations;
• Manage all scheduling, and must have a working familiarity with the effect of tides on field operations;
• Maintain and perform necessary repairs on all mechanical equipment aboard the Super Sucker;
• Coordinate with TNC’s Marine Science team and the State’s monitoring team to ensure appropriate monitoring of the effects of the Super Sucker operation;
• Assist with securing and be responsible for complying with all permits and other requirements related to Super Sucker operations;
• Schedule and lead educational field trips, including donor trips, and communicate effectively with all levels of TNC staff, partners, donors, politicians, community members, and other visitors;
• Manage the disposal of algae removed from Kaneohe Bay; and
• Coordinate with State partners and the community on urchin outplanting.

REQUIRED KNOWLEDGE AND SKILLS:

• Bachelor’s degree and 3-5 years experience in natural resource management or equivalent combination of education and experience.
• Ability and willingness to apply science to decision-making and activities.
• Ability to communicate and work closely with scientists.
• Ability to work with media and influential officials, especially governmental, to improve Conservancy programs’ outcomes.
• Knowledge of ecological marine management principles.
• Knowledge of current trends and practices in conservation, marine management, and natural resource preservation.
• Demonstrated experience communicating effectively with the public and/or media.
• Ability to complete tasks independently with respect to timelines.
• Ability to manage time and diverse activities under deadlines while delivering quality results.
• Working knowledge of common software applications (e.g.; Word, Excel, Web browsers).
• Excellent communication skills via written, spoken, and graphical means.

COMPLEXITY/PROBLEM SOLVING:
• Coordinates multiple projects with several variables, setting realistic deadlines and managing timeframes.
• Interprets guidelines, evaluates information, and modifies processes to adapt to changing circumstances.
• Compiles data, resolves disparities, and modifies processes to generate plans.
• Resolves routine issues independently, consulting with supervisor to develop plans for resolution of complex and unusual problems.
• Cultivates and develops creative ideas to improve conservation strategies.
• Applies diversified knowledge of scientific principles and practices to a variety of assignments.
• Negotiates complex agreements in political environments.
• Identifies and disseminates lessons learned, best practices and methods, tools, consistencies and inconsistencies across plans.

DISCRETION/LATITUDE/DECISION-MAKING:
• Ability to make sound decisions for TNC related to all Super Sucker operations.
• Makes independent decisions based on analysis, experience, and judgment.
• Performs tasks with minimal supervision.

RESPONSIBILITY/OVERSIGHT – FINANCIAL AND SUPERVISORY:
• Supervise administrative and professional staff with responsibility for performance management, training and development.
• May lead or monitor work groups consisting of staff, interns, and volunteers covering a wide geographic area.
• May need to gain cooperation from outside parties to accomplish program goals.
• Financial responsibility may include working within/managing a budget to complete projects, negotiating and contracting with vendors, assisting with budget development and meeting fundraising targets.
• Ensures program compliance with internal policies and external requirements.

COMMUNICATIONS/INTERPERSONAL CONTACTS:
• Networks with diverse groups, including land owners, community members and groups, conservation partners, government officials, donors, board members and the general public to recruit support for the Conservancy and publicize Conservancy efforts.
• Provides a variety of information to staff and others, contributing to conservation projects and assisting workflow throughout the organization.
• Works and communicates effectively with a diverse group of people, including scientists, TNC staff and others, providing and obtaining needed information.
• Collaborates with a wide range of conservation partners to identify research needs, present technical concepts at national or international conferences, and support fieldwork.
• Provides training for internal and external colleagues on ecological and conservation principles.
• Ability to simplify and explain the principles of conservation science and practices to technical and non-technical audiences.
• Communicates strategic project goals and objectives.
WORKING CONDITIONS/PHYSICAL EFFORT:
The Conservation Practitioner IV may work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances. These conditions may:
- Require considerable physical exertion and/or muscular strain;
- Present frequent possibility of injury;
- Require long hours in isolated settings; and
- Require flexible working days to accommodate changing schedules.

TO APPLY:
Please complete an online application by April 4, 2012 at www.nature.org/careers and upload as one document, a resume and cover letter. Your cover letter must address how you meet the 8 basic qualifications required above.

The Nature Conservancy is an Equal Opportunity Employer.