



LOCATION	Seattle, Washington
POSTING DATE	6/27/2022
APPLICATION DEADLINE	7/25/2022
JOB ID NUMBER	#51740

Collaborative Fire Director Position Description

JOB TITLE	Program Director I
JOB FAMILY	Conservation
JOB NUMBER	From Job Description
SALARY GRADE	7
STATUS	Salaried
SUPERVISOR	Forest Partnerships Director
LOCATION	Central WA (Wenatchee, Ellensburg, Yakima)
DATE	June 2022

ABOUT US

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive.

We're rooted in our Mission and guided by our Values, which includes a Commitment to Diversity and Respect for People, Communities, and Cultures. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, 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.

All TNC staff based in the U.S. or a U.S. Territory are required to be fully vaccinated against COVID-19. Proof of receiving one of the vaccines approved in the U.S. (Pfizer, Moderna, or Johnson & Johnson) shall be a condition of employment and must be provided prior to starting work. TNC is an Equal Opportunity Employer, and reasonable accommodations for candidates who cannot be vaccinated due to a valid medical or religious reason will be considered.

YOUR POSITION WITH TNC

The Cooperative Fire Director (CFD) will be the lead staff member within the Washington Chapter's new programmatic effort focused on accelerating ecological fire to build wildfire resilience in frontline communities of Central and Eastern Washington. The CFD supports and guides Chapter programs to ensure the scientifically defensible execution of forest restoration and management throughout WA, with the goal of increasing resilience of forest ecosystems and frontline communities in the face of climate change. This position will work to increase political social license, funding and staff capacity for on the ground implementation of beneficial fire to improve community resilience and engage frontline communities in creating local and equitable solutions to wildfire issues. This position provides oversight and technical support, ensuring adherence to the highest for safety and mitigation of risk, while achieving ecological outcomes. This position has oversight of fire qualifications and fire implementation but does not have direct supervisory responsibilities. The CFD ensures that the best available science guides our forest restoration work and conservation strategies, with an emphasis on building resilience in natural communities, thus allowing them to maintain biodiversity and ecosystem

function in a changing climate. S/he connects chapter work to TNC's North America Living with Fire strategy. The position will build on a history of local collaboration as well as the support of national networks such as the Fire Learning Network.

ESSENTIAL FUNCTIONS

The CFD establishes TNC as a major conservation partner within the fire management community and leads in defining conservation priorities and long-term conservation strategies. S/he develops key partnerships with public and private organizations to identify and resolve technical issues and to widely communicate solutions and best practices. S/he engages local community support for local conservation efforts and negotiates complex and innovative solutions with government agencies and landowners to conserve and protect natural communities. S/he develop innovative scientific methods, analyses, tools and frameworks to manage natural systems to build resilience in the face of climate change. Anticipated percentage of time, relative to key job duties:

- Relationship Building, Facilitation & Communications (50%)
- Project Management, Implementation & Problem Solving (30%)
- Grants and Contracts Management (10%)
- Other functions (10%)

RESPONSIBILITIES & SCOPE

The CFD approves Site Fire Management Plans and Prescribed Burn Unit Plans and modifies or exempts specific fire management requirements as defined in TNC's Fire Management Manual. S/he mentors, evaluates, and designates burn bosses, in writing, with notification to the Fire Management Coordinator; certifies task books, including RxB2; conducts or assists with training at local and national levels; and ensures that TNC's fire guidelines and requirements are met or exceeded. S/he has the authority to temporarily suspend fire management program operations because of safety concerns or non-compliance with TNC standards. S/he provides technical and scientific support to fire planners and burn bosses, reviews proposed contracts and staff qualifications for prescribed fire operations and provides input to TNC legal counsel on fire policy. S/he may teach fire training classes with WA fire partners. S/he keeps current on internal and external developments and trends in the field of wildland fire management and keeps abreast of new burn techniques and equipment to enhance skills and maintain/grow fire credentials of TNC staff. To maintain excellence in his/her program, s/he builds strong partnerships with public and private partners to further the goals of TNC and keeps senior leadership in his/her area informed of fire program activities, needs, risks and accomplishments. The position is expected to travel to achieve these responsibilities.

Level of Position: The Collaborative Fire Director is a mid-level, conservation team position within the Washington Chapter of The Nature Conservancy. They have accountability for conservation results within their control.

Within the scope of the position, the Collaborative Fire Director will:

- Develop and implement a proactive, systems-level strategy, focused on ecologically based fire management at state and regional scales
- Establish TNC as a major conservation partner within the fire management community and lead in defining priorities and strategies associated with advancing the use of prescribed fire in Washington State.
- Provide capacity and enabling conditions needed to test social license assumptions and establish community-based cooperative burning models across communities and non-traditional audiences with an equity lens - recognizing that indigenous, under resourced, and communities of color experience the most severe impacts from climate driven events like wildfire.
- Serve as the principle contact to government agencies, other conservation organizations, and the academic community on fire issues. In this role, they will represent TNC on the State's Wildland Fire Advisory Committee.
- Provide internal and external communications to accomplish policy objectives and, in partnership with our Government Relations team, provide consultation and research on policy issues.
- Build on our local collaboration efforts in Fire Adapted Communities, WA Prescribed Fire Council, and support national networks such as the Fire Learning Network.
- They will implement strategic plans, coordinate community support, manage contracts and implement Forest Program strategies.
- They will work closely with local TNC Staff, serving as WAFO's fire lead to implement restoration and management on several thousand acres of private and public lands across the state.

- The CFD will direct prescribed fire operations; and develop and review Prescribed Burn Unit Plans.
- This person is expected to make decisions in rapidly changing and potentially hazardous conditions that may affect the safety of staff and resources.
- Supervises volunteers who serve as Burn Crew Members with responsibility for performance management, training, and development.
- Ensures program compliance with internal policies and external requirements.
- Pursues grants and private donations to support the fire program and manages relevant grants and contracts.
- Position will require frequent (sometimes overnight) travel.

Work Environment and Schedule

- Work location is flexible within the dry forest region of Central Washington, but ability to be on-site at TNC locations in Washington is required.

MINIMUM QUALIFICATIONS

- BA/BS degree and 5 years' experience in conservation practice or equivalent combination of education and experience.
- Must meet NWCG qualifications for RxB2, including coursework and experience requirements. See the Conservancy's Fire Management Manual for a full explanation of qualification requirements: <http://www.tncfiremanual.org/BurnBoss.htm>.
- Experience directing prescribed fire operations.
- Annually pass physical fitness testing at the arduous level.
- Experience leading effectively in stressful situations.
- 3 to 5 years related experience in fire operations or ecological land management, similar field or equivalent combination of education and experience.
- Experience using ESRI software ArcMap, ArcGIS Online, ArcGIS Pro, and mobile applications Collector or Field Maps

DESIRED QUALIFICATIONS

- Ability to act in accordance with the [Washington equity statement](#); be respectful of differences of identity and/or beliefs, and successfully work across those differences to meet work objectives.
- Multi-lingual skills and multicultural or cross-cultural experience appreciated, especially working with Indigenous communities.
- 5-7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Experience training and supervising staff and burn crew members or volunteers.
- Experience working with a variety of public, private and NGO partners to implement a shared vision.
- Political savvy and ability to communicate clearly via written, spoken, and graphical means in English and other relevant languages.
- Experience working with communities that have been impacted by climate-related natural resource emergencies.
- Experience facilitating collaborative decision making across a diverse group of stakeholders.
- Experience writing and securing grants.

SALARY INFORMATION

The estimated starting salary for this position is dependent on qualifications, experience, and location.

- Salary range in Cle Elum, Wenatchee or Yakima, WA: \$70,000 - \$80,000 annually
- Salary range in Ellensburg, WA: \$73,200 - \$84,000 annually

TO APPLY

To apply for job ID #51740, submit your resume and required cover letter online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is July 25, 2022 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

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.

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.

ADDITIONAL JOB INFORMATION

The Selection Process: In an effort to be as transparent as possible in our selection process as well as to help expedite bringing new staff on board, below is a timeline of key events:

- Initial Screening Interviews (via Zoom): Week of August 1
- Panel Interviews (via Zoom): August 9 - 11
- Reference checks: August 11 - 15
- Extend offer: Week of August 15

While we will communicate these dates and any changes to you during the process, please consider placing tentative holds on your calendars for the initial screening and panel interviews.

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.
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 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.