

## Oregon Fire Traveling Burn Boss

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. 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. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

The Nature Conservancy is the world's leading non-profit organization working on fire issues. We have been working with fire since 1962, when we conducted our first controlled burn. Our approach has evolved from one that was primarily focused on managing our preserves for biodiversity to one that includes developing more equitable policy and funding, [elevating the leadership of Indigenous fire practitioners](#), [growing skilled and diverse fire management workforces](#), and helping communities develop ways to [live more safely with wildfire](#).

### What We Can Achieve Together:

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The Nature Conservancy's Oregon Fire Partnership (OR-FIRE) program is working to support prescribed fire planning, implementation, and monitoring across the fire-adapted forests Oregon. The Oregon Traveling Burn Boss will be a key staff member with the Oregon Chapter's growing fire management program whose vision is to support healthy and resilient ecosystems and fire-adapted communities by demonstrating a shared-stewardship model and an inclusive fire management culture bridging western science and traditional ecological knowledge. The Traveling Burn Boss will support a growing fire program in prescribed fire planning and implementation across the state with a focus on the dry forest landscapes of southwest, southcentral, and eastern Oregon.

The Burn Boss will primarily support the Oregon Fire Partnership focused on planning, implementing, and monitoring prescribed burns in two key geographies: the East Cascades (Upper and Lower Deschutes Basins), and Southern Oregon (Lake, Klamath, and Rogue Basins). For approximately 6-8

months per year (spring through fall), the Burn Boss will work closely with partner organizations, such as the U.S. Forest Service and other local, state, federal, NGO, university, and Tribal partners, in preparing, conducting, and evaluating/monitoring prescribed fire/fuels management activities in Oregon.

For the remainder of the year, the burn boss will assist with priority TNC-focused projects including planning and implementation of prescribed fire/fuels on TNC and partner lands, engagement with TNC partners to develop and prioritize future projects, and coordination with private, state, and Tribal entities to identify and plan prescribed fire projects. The Burn Boss will be expected to travel frequently for prescribed fire assignments. The Burn Boss may live and work from any location in Oregon but will be expected to travel to meet with partners in support of future planning, implementation, monitoring, and relationship building.

The Burn Boss will report directly to Oregon's Fire Program Director. This position is expected to help TNC, the U.S. Forest Service, and other partners to meet their respective prescribed fire and fuels management goals.

The Burn Boss may lead, train, and mentor module crewmembers representing a diverse set of partner organizations on prescribed fire assignments. This position will work independently and in teams, lead others, follow direction from supervisors, teach courses, and mentor others, while also advancing their own training and qualifications.

This 5-year term position is supported by federal, state, and private funding with the intention of assisting with prescribed fire across land ownerships as requested by landowners.

### We're Looking for You:

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The Burn Boss will lead prescribed fire planning, operations, monitoring, and training opportunities for other non-governmental organizations, Indigenous Peoples and Tribes, local fire departments, and local, state, and federal agencies, with a focus on providing inclusive workforce development opportunities for under-represented groups. It is imperative that the Burn Boss is committed to the principles of diversity, equity, and inclusion.

The Burn Boss will work to build and maintain relationships in the professional fire community and in the local communities where they work across the state. This may include participation in wildland fire management activities in partnership with other non-government organizations, Indigenous peoples and Tribes, local fire departments, and local, state, and federal agencies, either as a TNC employee or as a short-term employee of a partner entity (such as an Administratively Determined short-term federal employee).

This is a regular, full-time, hourly wage position. Working over 35 hours a week will occur occasionally, especially during prescribed fire seasons and while traveling for assignments; overtime rates apply after the first 40 hours each week. Travel expenses, meals and lodging will be provided by TNC when traveling for prescribed fire assignments.

Module Leader will be expected to:

- Perform tasks under the supervision of the Oregon Fire Program Director and in coordination with local U.S. Forest Service Fire Management staff.

- Make decisions in rapidly changing and potentially hazardous conditions that may affect the safety of staff and resources.
- Function as a contributing member of a mixed-gender, cross-generational team with a range of experience and skills.
- Ensure a culture of safety and learning on burns they lead.
- Be able to perform heavy physical work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Maintain accurate records of work time, expenses, etc. and submit reports in a timely manner.
- Demonstrate a commitment to the principles of diversity, equity, and inclusion.

## What You'll Bring:

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### Minimum Qualifications

- BA/BS, and 5-year training in fire operations, science-related field or similar field or related experience in land management or similar field or equivalent combination of education and experience.
- Qualified NWCG Incident Commander Type Four and Type Two Burn Boss. See the Conservancy's Fire Management Manual for a full explanation of qualification requirements: <http://www.tncfiremanual.org/BurnBoss.htm>
- Must have experience directing prescribed fire operations.
- Must achieve physical fitness standards as set by local Fire Manager and TNC Fire Manual.
- Must have experience training and supervising staff and burn crew members or volunteers.
- Experience leading effectively in stressful situations.
- Must be able to obtain related licenses or certifications as required (e.g., First Aid and CPR).
- Must have a valid driver's license. Please indicate this in your resume.

### Desired Qualifications

- Must be committed to the principles of diversity, equity, and inclusion.
- Multi-lingual skills and multi-cultural or cross-cultural experiences are appreciated.
- Ability to perform GIS mapping and basic fire behavior modeling.

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

## What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in, protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid

time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](https://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

### Salary Info:

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The starting pay range for a candidate selected for this position is generally within the range of \$28.00-32.00/hr. base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

### How To Apply:

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To apply for job ID **54853**, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is April 4, 2024 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto: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](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.

### Our Competencies:

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<b>BUILDS RELATIONSHIPS</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>COLLABORATION &amp; TEAMWORK</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>COMMUNICATES AUTHENTICALLY</b>	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>DEVELOPS OTHERS</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
<b>DRIVES FOR RESULTS</b>	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.
<b>LEVERAGES DIFFERENCE</b>	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 stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
<b>SYSTEMS LEADERSHIP</b>	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.

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**Job Position: Prescribed Fire Practitioner**

**Salary info: Hourly**

**Wage Range: \$28.00-32.00/hour**

**Job Number: 450007**

**Grade Level :4**

**Family: Conservation**