



LOCATION	Central Washington
POSTING DATE	7/11/22
APPLICATION DEADLINE	8/8/22
JOB ID NUMBER	51803

Prescribed Fire Specialist Position Description

JOB TITLE	Conservation Practitioner V
JOB FAMILY	Conservation
JOB NUMBER	450005
SALARY GRADE	6
STATUS	Salaried
SUPERVISOR	Forest Partnerships Director
LOCATION	Central WA (Wenatchee, Ellensburg, Yakima)
DATE	July 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 Prescribed Fire Specialist (PFS) will be a key staff member within the Washington Chapter's new programmatic effort focused on accelerating ecological fire to build wildfire resilience in the frontline communities of central and eastern Washington. The PFS 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 closely with a broad set of state, federal, and local partners to advance forest planning and on-the-ground implementation of a fire management initiative to improve forest condition and landscape integrity. The PFS will engage with private landowners and the public in facilitating a vision for increased use of prescribed burning as a tool for ecological restoration. This is position, along with the Cooperative Fire Director, is a new investment for the Washington Chapter. The successful candidate will have ample opportunity to shape this program through partnerships with public and private organizations and through engaging local community support for

prescribed fire efforts, and negotiating complex and innovative solutions with agencies, tribes, and landowners to restore forest health and build fire resilient communities.

ESSENTIAL FUNCTIONS

This position will work closely with communities and prescribed fire partners to inspire and support the growth of community-based cooperative burning models in the dry forest region of Washington. In addition, they shall work to build and maintain relationships in the professional fire community and with many partners including government agencies, indigenous communities, and private organizations. S/he will support strategic action and drive implementation of forest management practices on state, private, and federal lands within central and eastern Washington. The PFS directs prescribed fire operations and develops and reviews Prescribed Burn Unit Plans and Site Fire Management Plans. The PFS may supervise seasonal staff in completion of restoration and management activities to protect and restore fire-dependent native plant communities. They will implement strategic plans, coordinate community support, manage contracts and implement Forest Program strategies. The PFS is responsible for safe and effective fire operations, administers physical fitness testing, trains, and organizes crew; conducts annual refresher training, and maintains documentation files for crew member training and qualifications. Anticipated percentage of time, relative to key job duties:

- Relationship Building, Facilitation & Communications (40%)
- Project Management, Implementation & Problem Solving (30%)
- Grants and Contracts Management (20%)
- Other functions (10%)

RESPONSIBILITIES & SCOPE

- Makes decisions in rapidly changing and potentially hazardous conditions that may affect the safety of staff and resources.
- Oversees staff and volunteers who serve as Burn Crew Members.
- Ensures Crew Members are well-trained and maintains records of training. Reports experience and training for crew to Conservancy Fire Manager annually for recording to Incident Qualification and Certification System.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
- Under minimal supervision makes independent decision based on analysis, experience, and judgment.
- Build relationships with partners and collaborative groups to accomplish shared 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.

Level of Position: The Prescribed Fire Specialist 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 Prescribed Fire Specialist will:

- Engage with a broad set of state, federal, and local partners to advance forest planning and on-the-ground implementation of a fire management initiative as a means to improve forest condition and landscape integrity.
- Coordinate with the WA Prescribed Fire Council and the WA Resource and Conservation District to support efforts to identify local communities with the necessary enabling conditions and build on-the-ground relationships to implement prescribed fire by working with Fire Adapted Communities Coalitions, Prescribed Burn Associations, FireWise communities, Tribes, DNR, and local fire districts, and TREX programs.
- In partnership, this person will initiate outreach in priority communities to catalyze interest, design strategy and implement projects.
- Identify and coordinate with community leaders that are interested in developing community-based prescribed fire model.
- Help to build Prescribed Fire Associations, or other community-based models in communities across Washington.
- With partners, support and conduct community outreach on prescribed fire.
- Direct prescribed fire operations on low and moderate complexity broadcast burns, and direct non-broadcast burn activities
- Prepare broadcast and non-broadcast prescribed burn plans and provide or coordinate technical review.

- Manage and prioritize projects, including pre- and post-fire monitoring. This may involve creating & monitoring RX prep/implementation contracts.
- Serve as a representative for TNC on wildfires that may occur on Conservancy owned or managed land.
- Coordinate, assist partners with, develop, and deliver prescribed fire training (classroom and experiential) for NWCG and non-NWCG fire practitioners, such as agency employees, fire district staff, nonprofit staff, private landowners, volunteers, and prescribed burn association members.
- Coordinate cooperative agreements at the County, Fire District, and private landowner level for cross-boundary prescribed burns.
- Support the WA State Certified Burner Program
- 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, law or business degree and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Must meet NWCG qualifications for Incident Commander Type 4 (ICT4) / Burn Boss Type 3 (RXB3), including coursework and experience requirements, and working toward RXB2 qualifications. 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 training and supervising staff and burn crew members or volunteers
- Experience leading effectively in stressful situations.
- Must have valid driver's license and good driving record.

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 multi-cultural or cross-cultural experiences are appreciated.
- NWCG qualifications for RXB2.
- Knowledge of land management conservation practice and conservation science.
- Ability to explain conservation practices to technical and non-technical audiences.
- 3 to 5 years related experience in fire operations or ecological land management, similar field or equivalent combination of education and experience.
- Supervisory experience.
- Experience in training and curriculum design.
- Knowledge of current trends and practices in conservation, land management, and natural resource preservation.
- Completing tasks independently with respect to timeline(s).
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages.
- Experience communicating with the public and/or media both in writing and verbally.

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: \$61,300 - \$70,300 annually
- Salary range in Ellensburg, WA: \$64,200 - \$73,700 annually

TO APPLY

To apply for job ID **51803**, submit your resume and required cover letter online by using the Apply Now button at <https://careers.nature.org/>. The application deadline is 8/8/2022 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): August 10 – 12
- Panel Interviews (via Zoom): August 16 – 18
- Reference checks: August 18 – 22
- Extend offer: Week of August 22

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.