The Nature Conservancy

Conservation Data Manager – Indiana Chapter

Become a force for nature and a healthy planet by joining The Nature Conservancy!

Who We Are:

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."

What We Can Achieve Together:

The Conservation Data Manager manages and maintains conservation databases and provides technical support in GIS or other relational database technologies to Conservancy staff. They participate in conservation planning, develop methods for mapping and classifying ecosystems and data management, including developing and maintaining all documentation for data and data management. They perform data analysis; design and produce advanced complex queries and professional reports; process spatial and other relational data sets derived from cartographic and tabular source material; and provide hardware/software support. The Conservation Data Manager develops and delivers training to staff individually and in groups; produces maps and other graphic products and reports. They develop and maintain a GIS library and/or database products library; and compile, assemble, and maintain land protection, biodiversity, and management information from various sources.

Responsibilities and scope include developing and managing work plans, ensuring the integrity of data collection and management relating to conservation projects and project statistics, may work independently under limited supervision; and may directly supervise other staff including motivating, leading, setting objectives, and managing their performance.

We're Looking for You:

The Nature Conservancy in Indiana is looking for an experienced, organized, and detail-oriented Conservation Data Manager to guide conservation data collection, storage, processing, sharing, and reporting for our Chapter. This is a unique opportunity to use and expand your GIS skills working with a diverse audience of partners, funders, decision-makers, the public, and the scientific community as we explore solutions to complex conservation challenges across Indiana and the US. If you are a creative and collaborative problem solver who is motivated and energized by the use of spatial analysis, data visualization, and related approaches and would like to use those skills to support land and water conservation efforts, apply today for a career with TNC!

This is a full-time position based in Indianapolis, Indiana that includes a competitive benefits package, hybrid work schedule, and a compensation range that begins at $50,400 annually and may be negotiable depending on experience.

What You'll Bring:

- MS or BS degree in related field and 3 years related GIS experience; or equivalent combination of education and experience.
- Experience leading and training individuals and groups; and communicating clearly via written, spoken, and graphical means.
- Experience managing, maintaining, and populating databases and manual files.
- Experience with interpretation of image analysis, complex spatial analysis, data modeling, and landscape scenario analysis.
- Experience managing multiple projects.
- Experience interpreting results then developing and delivering training to practitioners.
- Experience using common apps such as Microsoft Word, Excel, and web browsers; and field related software such as: relational management database systems (e.g., SQL Server or PostgreSQL), ArcGIS 10.X and Pro, ArcGIS Online, Google Earth Engine, R, mobile data collection apps (e.g., ESRI Field Maps, Survey 123), and scripting languages (e.g., Python, SQL, JavaScript, R).

Additional Qualifications that would be helpful, but not required:
- Master's degree in Geography, GIS, Spatial Science, Ecology, Biology, or related field.
- Experience designing best practices for data access and documentation in a team environment.
- Experience conducting spatial analysis of vector and raster data related to land and/or water conservation, natural resource management, climate resilience, etc.
- Experience with science communication to technical and non-technical audiences, including creative data visualization (e.g., web-based apps and interactive mapping; experience with tools such as Leaflet, OpenLayers, and ESRI Web App Builder appreciated).

What We Bring:

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 in the **Culture Tab** on 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!

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

Our 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, address important issues, 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 strengthen 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 stakeholders. 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.

To Apply:

Visit http://www.nature.org/careers and use keyword "Indiana" to search for this and other open positions with the Indiana Chapter. Deadline to apply to this position is 11:59 pm EDT October 7, 2022.

For Internal Reporting:

POSITION TITLE:	Conservation Data Manager
SALARY GRADE:	5
STATUS:	Salaried
PEOPLESOFT JOB ID #:	52197

JOB TITLE:	Conservation Information Manager III
JOB FAMILY:	Conservation
JOB NUMBER:	200003
DATE:	September 2022