

JOB DESCRIPTION

JOB TITLE	Conservation Stewardship Initiative Intern
JOB FAMILY	Conservation
LOCATION	Flint Hills, KS



A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

The Nature Conservancy has launched a new program, called the **Conservation Stewardship Initiative**, to help landowners maintain and enhance the conservation value of eased properties within the Flint Hills. To learn more, visit www.nature.org/kansas.

YOUR POSITION WITH TNC

The Conservation Stewardship Initiative Intern (Intern) will help advance the Conservation Stewardship Initiative through fieldwork and computer analysis. The Fellow will work 35 hours per week for up to 12 weeks from June through August and will be paid \$12.80 per hour.

ESSENTIAL FUNCTIONS

The Intern will assist with fieldwork in native grassland pastures managed for cattle and bison grazing, including:

- Inventorying rangeland forage (i.e., plant material available for livestock grazing) and plant species occurrence (e.g., wildflowers, grasses, shrubs, and trees)
- Measuring the structure of habitat and vegetation cover
- Measuring vegetation fuel loads (i.e. how much and what types of vegetation could burn per acre during a fire)
- Assessing the vegetation and natural resource condition
- Marking and mapping invasive species and natural resource conditions
- All training necessary to complete all of the above fieldwork will be provided by your supervisor

The Intern will also help analyze data collected in each pasture, as well as satellite-acquired data, including:

- Herbaceous vegetation cover and plant species occurrences
- Forage production and fuel load amounts
- Cover of woody plants, including eastern red cedar, dogwood, and sumac
- Mapping individual ranches and their natural resources, including: pasture and management boundaries, natural resources of conservation value and/or concern, and current and past management practices used in each pasture (e.g. prescribed fire applied, herbicides applied to invasive species, livestock mineral feeding sites)
- All training necessary to complete all of the above fieldwork will be provided by your supervisor

RESPONSIBILITIES & SCOPE

- May work in variable weather conditions, at remote locations for long periods of time in isolated settings, on difficult and hazardous terrain and under physically demanding circumstances.
- Requires some physical exertion and/or muscular strain.
- May interact with landowners and the public.
- Must adhere to Conservancy safety guidelines.
- Computer work may be done remotely.
- If the Intern is interested in becoming certified in firefighting, training may be provided (National Wildfire Coordinating Group Firefighter Type 2).

MINIMUM QUALIFICATIONS

- Applicant must be either an undergraduate student from a four-year Kansas college or university; or a graduate student in a degree-granting program at a Kansas college or university. Students who graduate in the spring are eligible to apply.
- Ability to operate various types of equipment in a safe and efficient manner (e.g. lawn mower, chainsaw, UTV, ATV or OHV, two-way radio, or similar equipment) – training will be provided.
- Must be able to obtain related licenses or certifications as required. (e.g. First Aid, CPR, herbicide or pesticide application) – resources to acquire will be provided.

DESIRED QUALIFICATIONS

- Currently studying towards a degree in natural resource management, rangeland ecology and management, wildlife biology, environmental science, or related field.
- Experience with mapping, GIS, ArcGIS, and Acrobat Pro, training will be provided if no past experience.
- Comfortable with basic office software, such as Microsoft Word, Excel, Outlook, and PowerPoint; Zoom; cloud collaboration tools such as Google Documents or Box Tools; and web browsers.
- Ability to follow instructions from colleagues/coworkers/team members.
- Ability to work in a team environment.
- Ability to obtain a driver’s license and maintain a good driving record.
- Cross-cultural experience appreciated.

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.

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 all genders with diverse backgrounds, beliefs and cultures. 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 orientations, gender identities, military or veteran status or other status protected by law.