

POSITION DESCRIPTION

Job Title:	Equity in Conservation Officer (Indigenous Landscapes)
Business Title	Conservation Practitioner V
Job Family	Conservation
Job Number	450004
Location	Australia (Preferred Cairns, Brisbane, Perth, Sydney Melbourne)
Status	2 Years Fixed Term
Salary Grade	5
Date	May 2024

A LITTLE ABOUT US

Founded in 1951, The Nature Conservancy is a global conservation organisation 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 the twin crises facing our planet - climate change and biodiversity loss.

One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 76 countries, including all 50 states of USA, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more about our global organisation, visit www.nature.org or follow @nature_press on X.

The Nature Conservancy first commenced operations in Australia in 2002. Since that time TNC Australia has grown significantly and now conducts projects in all Australian states and territories. Our work focuses on four conservation strategies – Outback (including our work with many Indigenous Aboriginal & Torres Strait Islander peoples, supporting their efforts to manage their Country for its cultural and conservation values); Oceans (including our nation-wide critically endangered shellfish reef building program in the bays and estuaries of southern Australia, from Perth to Noosa); Nature and Agricultural Landscapes (including innovative water funds in the Southern Murray-Darling Basin); and Protection (working with partners, including governments, to achieve protection, restoration and improved management of 30% of our oceans and 30% of our lands by 2030). To learn more about our work in Australia visit www.natureaustralia.org.au.

YOUR POSITION WITH TNC

The Equity in Conservation Officer will work across the Conservation teams at TNC Australia to support cultural groups to look after Country. This role will report to the Indigenous Landscapes Director.

You will be an important member of our Indigenous Landscapes Team. You will use your passion and commitment to build and maintain strong partnerships with Indigenous organisations to support conservation, cultural and economic outcomes.

ESSENTIAL FUNCTIONS

The Equity in Conservation Officer helps to ensure that equity and inclusion are a part of TNC Australia's conservation projects with Indigenous Partners. They facilitate cross-site learning among conservation communities and supply conservation planning teams with site or landscape level information relevant to the planning and reporting process. They implement conservation activities on Country with partners and employ a full range of tools and methods to contribute to restoration and management of land and sea Country, and to ensure a balance between people and ecological measures.

RESPONSIBILITIES AND SCOPE

- Work collaboratively to perform tasks and make independent decisions based on analysis, experience, and context with supervisory support as needed.
- Help design, deliver and report on projects and agreements in accordance with internal policies and external partnership requirements.
- Gain cooperation from internal and external parties to accomplish project goals. This may include engagement with community stakeholders, Indigenous communities, trustees, and donors.

DESIRED QUALIFICATIONS

While tertiary qualifications are advantageous in this role, the passion you will bring for working with Traditional Custodians and conserving Australia's unique natural environment will be more critical for success in this role. You will be open-minded in your approach to achieving these goals.

Your communication and interpersonal skills will make you as comfortable chatting around a campfire as in an office space. You will understand that cultural communication is an ongoing, fluid process to which you can effectively contribute.

- Passion and interest in working with Indigenous groups, including diverse networks.
- Relationship building experience to work closely with a variety of partners.
- Lived experience working with Indigenous communities or groups or bachelor's degree and three years' experience in natural resource management, equity in natural resource management or **similar field or equivalent combination** of education and experience.

- Experience completing tasks independently with respect to timeline(s).
- Experience with communication via written, spoken and graphical means in English.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Multi-cultural or cross-cultural experience appreciated.
- Ability and willingness to apply two-way science to decision-making and to guide activities.
- Knowledge of current trends and practices in conservation, land, sea and/or water management as they impact and provide opportunities for Indigenous groups.
- Knowledge of equity and inclusion in social/conservation science and practice.
- Valid driver's license.

We strongly encourage applications from Aboriginal and Torres Strait Islander peoples for all positions.

If you are an Aboriginal or Torres Strait Islander, we encourage you to let us know in your application. If you require assistance with making your application, please contact the recruitment team.

Your personal information will be kept confidential in compliance with relevant privacy legislation.

ORGANISATIONAL 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 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.

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.