

## Australia Program Country Director

### An opportunity

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The Nature Conservancy is seeking a visionary and strategic leader to join the organization as Australia Program Country Director and lead our work in addressing the dual crises of biodiversity loss and climate change.

As Country Director, you would be responsible for setting the strategic direction for TNC's conservation program in Australia, ultimately helping to protect and preserve the country's rich and diverse landscapes.

You would lead the Australian team of conservation, philanthropy and operational specialists, and work with global TNC experts to design, finance, promote and execute cutting edge conservation projects that deliver tangible, lasting results that matter. Your work would span climate change mitigation and adaptation and the conservation of lands, freshwater and oceans.

As part of the role, you would be responsible for strengthening and maintaining TNC's reputation and presence in Australia, building staff capacity, engaging with a wide range of partners, and connecting the work in Australia to TNC's regional and global priorities. To help achieve these goals, you will lead fundraising and philanthropy efforts, growing and working with the Australia Board of Trustees (a voluntary leadership advisory body) and other Australian and global fundraising, development and conservation finance specialists to secure the financial sustainability of the country program.

The Country Director reports to the Snr. Lead Scientist and Director of Conservation, AP.

### About You

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You are a credible and passionate environmental professional, and inspire and motivate your teams, partners and stakeholders at every opportunity. You demonstrate core organisational values and empower employees to confidently innovate and evolve.

You are accountable for ensuring outcomes are achieved in priority conservation areas. To do this, you align teams and resources behind common goals, ensuring capacity and expertise is used effectively to address critical risks and advance the most important strategies and projects.

You prioritise relationships, are self-aware, and advocate for the Australia Program and its people, ever mindful of their impact. You lead by example, fostering a positive culture and environment where employees are empowered and equipped to deliver projects with exceptional outcomes and have clear and exciting career pathways.

You work with business, government, local communities and other non-government organisations to create alliances and shared agendas that advance TNC's objectives in Australia. In doing so, you collaborate with others to access and apply the right resources to address our conservation priorities and align with global initiatives.

## What You'll Bring

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You will bring a minimum of 7 years of broad leadership experience in conservation, corporate, consulting, non-profit, financial services, advocacy, or government sectors. A bachelor's degree or higher in a relevant field is required. Demonstrated interest in conservation, climate change, or natural resource management is essential.

Your ability to motivate and lead a large multidisciplinary team, and your proven leadership skills will enable you to engage, empower, and inspire staff, Trustees, and the many donors and stakeholders we depend upon. Respect for people, communities, and cultures will fuel your desire and openness to learn from diverse perspectives.

Aptitude and capability to work closely with Indigenous communities is highly desirable. You should have the ability to manage complexity in socio-economic systems and sectors and incorporate these differing perspectives into tangible conservation outcomes.

Finally, a collaborative approach that builds and nurtures relationships and partnerships across government agencies, NGOs, local communities, and corporate entities is vital. You must be adaptive, support innovation, and champion boldness and agility within the organisation.

## 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 one million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world.

The Nature Conservancy first commenced operations in Australia in 2002. Today, we conduct projects in all mainland Australian states and territories. From restoring oyster reefs in Botany Bay, to working with Indigenous Traditional Owner groups to manage their country for its cultural and conservation values, to developing conservation strategies in Melbourne to deliver environment, economic and social outcomes, our work is varied and diverse. However, no matter the project, we remain focused on our collective ambition to deliver conservation outcomes that benefit people and nature at scale.

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](#). The Nature Conservancy offers a competitive, comprehensive benefits package including health care benefits, savings 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!

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

## 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.

**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 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, colours, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, 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.

### ***For Internal Reporting:***

Job Title: Country Director  
 Job Family: General Management  
 Internal Job Code: 150026  
 Salary Grade: 11  
 Status: Salaried  
 PeopleSoft Job ID Number: 55447  
 Date: July 2024