



TITLE: Director, Global Fire Initiative
SUPERVISOR: Director, Southeast Division
LOCATION: Negotiable
DATE PREPARED: July 18, 2002

SUMMARY OF POSITION:

The Director is responsible for leading an organization-wide Global Fire Initiative (GFI) to abate the threat of altered fire regimes to biodiversity in countries where The Nature Conservancy (TNC) is active. The GFI is one of five TNC-wide conservation initiatives. The goals and activities of the GFI will include: 1) assessing the nature of the threat globally and establishing priorities; 2) working with all TNC units to align efforts and resources around a set of the most highly leveraged strategies, including policy, science, education, capacity building, adaptive management, and community-based conservation; 3) assessing GFI progress and measuring success; and 4) managing risks to the organization resulting from fire management of TNC lands. S/he will develop, maintain and build collaborative partnerships with the key international and national multi-lateral organizations, agencies and NGOs capable of bringing TNC's efforts to scale most rapidly. The Director will work closely with TNC senior leadership and other initiative directors in developing and implementing strategies identified in the initiative business plan. The Director will manage and recruit a small professional staff of 10-15 professionals dispersed across the organization, as well as lead several organization-wide teams related to the initiative. S/he will manage an annual budget of \$1.5-3 million and will have significant fundraising responsibilities, with an emphasis on securing public-sector support. The GFI Director is supervised by the Director, Southeast Division. This position is full-time and exempt.

DUTIES:

1. Build and lead a GFI team responsible for catalyzing, focusing and coordinating efforts and resources across the Conservancy with the goal of implementing highly leveraged conservation strategies to measurably abate the threat of altered fire regimes in some 35 countries. Of highest priority will be establishing teams to take effective action in countries with the most immediate and severe threats.
2. Ensure that GFI goals and actions are consistent with TNC's organizational strategy (Conservation by Design), are communicated across the organization, and are integrated with and complementary to the plans and actions of TNC Country and State Operating Units, Departments, and other TNC conservation initiatives, by actively working with management at all levels.
3. Effectively improve and implement the GFI business plan, including supervising and recruiting staff, building an initiative team, managing a start-up budget of \$1.5 million, identifying needs and resources beyond the start-up phase, assessing progress against the business plan, and making strategic course corrections as needed.
4. Work with the TNC Philanthropy and Marketing teams to identify and attract private and public funds in support of organization-wide initiative goals as well as support the core initiative budget, with an emphasis on public sector and multilateral organization funding.

5. Work with TNC External Affairs and State and Country Operating Units to increase the effectiveness of targeted government programs by strengthening biodiversity components of fire policies and promoting the implementation of existing programs (e.g., US National Fire Plan).
6. Take the lead in building and maintaining partnerships and establishing collaborative projects with key players in the fire arena that clearly advance GFI goals and threat abatement, including international NGOs (e.g., IUCN, CI, WWF), multilateral organizations (e.g., UNEP, World Bank) and government agencies (e.g., USAID).
7. Work with TNC Conservation Marketing Department to develop and implement timely and proactive public-private education campaigns that convey the urgency of the issue and the promise of real progress through practical action.
8. Oversee development of meaningful performance measures for the GFI. Use these measures to track accomplishments and, where necessary, work with the GFI team to make mid-course corrections to the business plan.
9. Foster development of strategically targeted TNC demonstration projects, where best practices in ecosystem-scale planning, community-based restoration, and ecologically based fire management are used to engage and educate partners.
10. Oversee staff activities related to managing the fire-related risks of TNC land ownership and management, including developing, updating and implementing standard operating procedures, training and compliance tracking.

ENTRANCE REQUIREMENTS

1. Advanced degree in natural sciences, public policy or related fields, with a demonstrated understanding of fire-related threats to biodiversity.
2. Exceptional leadership, vision and communication skills, and a successful record of hiring and motivating strong staff to achieve results. Experience in successfully leading high-achieving teams linked by a common purpose rather than lines of authority.
3. Proven success in planning and implementing large-scale projects and strategies using analytical and strategic thinking.
4. Proven understanding and experience in working effectively with public officials and private sector leaders to garner program support. Demonstrated organizational agility and savvy, successful use of informal and formal networks, and ability to maneuver through complex political and organizational situations.
5. Demonstrated ability to produce tangible results and deal effectively with ambiguity.
6. A strong belief in the mission of The Nature Conservancy.
7. Willingness and ability to travel frequently, sometimes on short notice.
8. Experience working in a number of different countries and cultures strongly preferred.
9. Multilingual skills preferred.

Send cover letter and resume to:

The Nature Conservancy

Human Resources, Dept. CH

4245 N. Fairfax Drive

Arlington, VA 22203

Jobs@tnc.org (please type job title in subject line)

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