

Job Posting
Disney Wilderness Preserve Manager



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 Disney Wilderness Preserve Manager is part of the Stewardship and Field Programs (SAF) Department of The Nature Conservancy's (TNC) Florida Chapter. The position is based at the Disney Wilderness Preserve (DWP), Poinciana, FL. The 11,500-acre preserve is one of four campus preserves that the TNC Florida Chapter operates as part of the Center for Conservation Initiatives (CCI). The Disney Wilderness Preserve serves as a critical link in a network of conservation lands that protect Central Florida's ecosystems and the headwaters of the Everglades system. The preserve, located just south of the greater Orlando metro area, attracts thousands of visitors each year from around the world. DWP requires active land management through prescribed fire, control of invasive species, and habitat restoration to maintain its unique biodiversity. In addition, DWP serves as an innovative research platform in service of TNC's conservation strategies, science, and partnerships with state and federal agencies as part of the Center for Conservation Initiatives. CCI is a state-wide Center of excellence with a mission to advance conservation knowledge and action and inspire the next generation of conservation leaders. This mission is accomplished through four initiatives that focus on supporting conservation through outreach, education/training, science/strategy, and land stewardship.

The Disney Wilderness Preserve Manager provides management oversight of DWP. They supervise the outreach & education, stewardship, and facility leads at the preserve. The DWP Manager ensures that facilities maintenance needs are addressed and coordinates daily facility operations with the preserve staff. They also work to ensure programs are supported and aligned with achieving CCI's mission by working in matrix teams with other Preserve Managers and staff across CCI. In addition, the Preserve Manager works with the CCI Training & Education Coordinator and outreach staff to develop and implement education and training courses and materials. This position works to ensure onsite visitors and neighboring communities understand the ecological and economic importance of protected areas and natural systems and The Nature Conservancy's role in their conservation through outreach programming, as well as the importance of protecting and conserving flora, fauna, and the benefits to people. In addition, they work with the Stewardship initiative lead and the DWP Conservation Coordinator/Manager to support the implementation

of stewardship projects on the preserve. They identify and successfully obtain grant funding to support CCI programs and provide philanthropy, and government relations (GR) support as needed. This position reports to the CCI Preserve Management Director.

We're Looking for You:

If you're looking for a career where you can find meaning and purpose, come join our Chapter as the Disney Wilderness Preserve Manager! Not only will you fulfil conservation objectives in the beautiful state of Florida, but you'll contribute to conservation goals through many networks!

We're looking for a passionate, dedicated person to lead our Chapter and work within our Division. Systems Leadership, creativity, and the ability to influence without authority are key in this role. Come join TNC and apply today!

What You'll Bring:

- BA/BS degree and 5 years' experience in conservation practice or equivalent combination of education and experience.
- Experience managing complex or multiple projects, including staffing, workloads and finances under deadlines.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies
- Experience negotiating.
- Experience with land management stewardship
- Experience with conservation education and public outreach
- Experience with building and facility maintenance requirements
- Experience in MS Office, Word, and Excel

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- 5-7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Experience with the application of prescribed fire & ability to maintain a FFT2 qualification.
- Knowledge of current trends and practices in relevant discipline(s) and regions.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Demonstrated experience in fundraising.

AUTO SAFETY POLICY

This position requires a valid driver's license and compliance with TNC's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." To learn more about the Auto Safety Program, visit <https://www.nature.org/en-us/about-us/careers/recruitment/> under the FAQ section.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which may include a review of the prospective employee's motor vehicle record.

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 at 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.

SALARY INFORMATION

The starting pay range for a candidate selected for this position is generally within the range of \$68,000-\$78,000 for annual base salary. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

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.

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, colors, 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 with Request for Accommodation in the subject line.

For Internal Reporting:

Job Title: Program Director I

Job Family: Conservation

Internal Job Code: 250005

Salary Grade: 7

Status: Salaried

PeopleSoft Job ID Number: 54695

Date: February 2024