

PROGRAM DESCRIPTION:

Founded in 1951, The Nature Conservancy (TNC or “The Conservancy”) is a not-for-profit organization dedicated to preserving the lands and waters in which all life depends. Over the 60 years we have grown to be the largest conservation organization in the United States and the world. The Conservancy uniquely embodies the concept of simultaneously working locally and globally, tapping into local results to inform global strategies and policy. Due to TNC’s scope, size, and track record, the organization is well positioned as a transformative, global leader in solving some of the world’s toughest environmental challenges.

Mexico is becoming a global economic leader and is already a leader in its commitments to conservation and sustainability. The Nature Conservancy has worked in Mexico for the last 25 years in partnership with government agencies, the business community, other NGOs and local communities to protect Mexico’s natural treasures. The Conservancy has been a key player in creating over 2 million hectares of new national parks and we’ve invested more than \$60 million USD in the conservation of Mexico and northern Central America. Together with the FEMSA Foundation and Inter-American Development Bank and more than 30 partners, we have created a fund to protect the watershed of Monterrey, a city of 12 million people. The Conservancy is finalizing the execution of a multi-dollar project from the US Agency for International Development to reduce carbon emissions from deforestation. With funding from the US, German, and French governments we are helping to rebuild healthy forests that will protect vulnerable communities in southern Mexico and northern Central America from extreme weather events.

ESSENTIAL FUNCTIONS:

The Nature Conservancy’s Latin America Region is looking for an entrepreneurial, forward-thinking, creative individual to serve as the Director of the Mexico and Northern Central America (MNCA) Conservation Program. S/he will be a senior manager in the organization and a member of the Latin American Regional Management Team. S/he must be able to work effectively with others in a decentralized, geographically dispersed organization. The person chosen for this position will be based in Mexico City,

Mexico, and will build, lead and manage programs in the Conservancy's priority areas for biodiversity conservation in Mexico, Guatemala, Belize and Honduras.

The Director's main responsibilities are

- Set a vision and strategic direction for MNCA and ensure the conservation strategies are aligned with that vision
- Collaborate with Regional and Global Team leads to ensure programmatic alignment
- Supervise conservation program managers
- Build out and manage the Advisory Board of Trustees in the countries (currently only Mexico), made up of prominent local leaders
- Fundraise from public and private funds
- Recruit, retain, and manage high quality and effective staff
- Represent TNC MNCA in public forums, at the CEO and Minister level, positioning the organization as a go-to leader in conservation and development

The Director will manage a professional, 40-60-person team to implement the conservation and operation agenda in MNCA.

The Director should be a dynamic, high-level strategic thinker, a great spokesperson, and an effective manager. S/he should have experience in fundraising from public and private sources. S/he must be very familiar with Mexican society and societal leaders. S/he should be comfortable working at the CEO and Ministerial level, preferably bringing previous experience working with a board. Candidates that are not from the traditional pool of conservation professionals – from the business world for instance – are encouraged to apply. Past experience working on conservation and

sustainability issues is helpful; a passion for the natural world is a must.

The Director collaborates with other TNC units across our 3,500-person organization to find and deploy the human and financial resources needed to get conservation results. S/he should be an individual with high ethical standards and a track record of getting things done. The Director raises program funds both in the United States and with in-country public and private funders, and participates in conservation operations, finance and marketing. S/he may not always supervise but must work collaboratively with finance, public policy staff, regional strategy programs in Water Security, Sustainable Food Security and Smart Infrastructure, as well as with other offices and programs across the Conservancy. S/he is accountable for the Conservation Program's success and for maintaining strict adherence to organizational values.

This position reports to the Managing Director for Latin America.

BASIC QUALIFICATIONS:

- Bachelor's degree and a minimum of 7 of related experience, including 5 years in a leadership role, preferably in or associated with the conservation and sustainability arena, non-profit or for-profit.
- Management experience including leading and managing a large multi-disciplinary team.
- Written and verbal fluency in English and Spanish are required.
- Superb communication and presentation skills required.
- Experience communicating with and presenting to diverse audiences including

donors, board members, employees, outside partners, or equivalent

- Experience in fundraising and budget management.

KNOWLEDGE/SKILLS:

- High-energy, forward-thinking, creative individual.
- Experience building programs, supervising multidisciplinary professionals and coordinating with external partners.
- A track record of impressive accomplishments and meeting or exceeding program/department goals.
- Strong management background including ability to motivate, lead, set objectives, and manage performance of a large, multi-disciplinary team.
- Experience with fundraising, especially identifying donor prospects and donor cultivation.
- High ethical standards and good judgment.
- Well organized and self-directed.
- Strategic, politically savvy and a good team player.
- Successful experience in marketing or fund raising desired.

COMPLEXITY/PROBLEM SOLVING:

- Proposes and implements procedures to

enhance overall performance in accordance with short and long term objectives.

- Participates in the formulation and evaluation of broad policies and/or long-term programs, or making decisions, which typically have broad organizational impact.
- Directs major program of strategic importance to the Conservancy through management of multi-disciplinary teams.

DISCRETION/LATITUDE/DECISION-MAKING:

- Makes decisions independently with little or no opportunity for management collaboration or oversight
- Decisions may affect organization's public image.
- Decisions may have significant financial and/or legal impact on the organization.

RESPONSIBILITY/OVERSIGHT - FINANCIAL AND SUPERVISORY:

- Recruits, retains, and manages high quality and effective staff.
- Assumes overall responsibility for philanthropy activities and goals of the OU
- Accepts philanthropic responsibility for organization-wide project/programs.
- Ensures that programmatic commitments, financial standards, and legal requirements are met.
- Assumes responsibility and leadership for

conservation results for local, regional and global priorities.

COMMUNICATIONS/INTERPERSONAL CONTACTS:

- Ability to persuasively convey the mission & conservation priorities of TNC to diverse groups including major donors, corporate executives, board members, partners and others who are critical to the organization's overall prosperity.
- Cultivates and develops constructive and effective relationships inside and outside the Conservancy.
- Communicates professionally with a wide variety of people of diverse cultural professional and economic backgrounds for the purpose of developing, negotiating and/or implementing programs and projects.
- Presents and represents the program and TNC's vision in compelling, engaging manner to internal and external audiences as lead spokesperson; practices the Conservancy's core values.
- Commands attention, can change tactics midstream, and manage group processes during presentations or discussions.
- Delivers effective and persuasive speeches and presentations on controversial or complex topics to employee groups, managers at all levels, board members, and outside organizations.
- Exercises sensitivity to working in an

- Directs, prepares, presents and/or participates in negotiations of project proposals with governmental, bilateral and/or multilateral agencies.
- Works well under pressure.

- Willingness and ability to travel routinely throughout the Conservation Program (CP) and elsewhere as required.
- Flexibility to work long hours during deadline periods.
- Work requires only minor physical exertion and/or physical strain. Work environment involves only infrequent exposure to disagreeable elements.

The Nature Conservancy is an Equal Opportunity Employer.

Link: https://careers.nature.org/psp/tnccareers/APPLICANT/HRMS/c/HRMS/CE_JOB_DTL&Action=A&SiteId=1&JobOpeningId=44187&Page=HRS