



LOCATION	Cle Elum, Washington
POSTING DATE	7/5/2024
APPLICATION DEADLINE	Open Until Lilled
JOB ID NUMBER	

Prescribed Fire Manager Position Description

JOB TITLE	Program Director I
JOB FAMILY	Conservation
JOB NUMBER	From Job Description
SALARY GRADE	7
STATUS	Salaried, Three-Year Position
SUPERVISOR	Forest Partnerships Director
LOCATION	Central WA (Wenatchee, Cle Elum, Ellensburg, Yakima)
DATE	June 2024

ABOUT US

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. 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. TNC is the world's leading environmental non-profit organization that conducts controlled burns and works on other fire-related issues, such as training people from all walks of life to safely use fire, and helping communities better prepare for wildfires.

We're rooted in our Mission and guided by our Values, which includes a Commitment to Diversity and Respect for People, Communities, and Cultures. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, excellent benefits, flexible work policies and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

YOUR POSITION WITH TNC

The Prescribed Fire Manager (PFM) is a salaried, three-year position and the lead staff member within the Washington Chapter's Ecological Fire Program, designed to build wildfire resilience in frontline communities of Central and Eastern Washington. This program is aimed at addressing the wildfire crisis by accelerating the use of ecological fire through development and implementation of community-based cooperative burning programs with indigenous partners and with communities at the highest risk of wildfire impacts. The PFM supports and guides Chapter programs to ensure the scientifically defensible execution of forest restoration and management throughout WA, with the goal of increasing resilience of forest ecosystems and frontline communities in the face of climate change. This position will work to increase political social license, funding, workforce capacity and on the ground implementation of beneficial fire to improve community resilience and engage frontline communities in creating local and equitable solutions to wildfire issues. This position provides oversight and technical support, ensuring adherence to the highest standards for safety and mitigation of risk, while achieving ecological outcomes. This position has oversight of fire qualifications and fire implementation and will directly supervise staff. The PFM ensures that the best available science guides our forest restoration work and conservation strategies, with an emphasis on building resilience in natural communities, thus allowing them to maintain biodiversity and ecosystem function in a changing climate. The successful candidate will connect chapter work to TNC's

North America Living with Fire strategy and our Western Dry Forests and Fire Program. The position will build on a history of local collaboration as well as the support of national networks such as the [Fire Learning Network](#).

ESSENTIAL FUNCTIONS

The PFM establishes TNC as a major conservation partner within the fire management community and leads in defining conservation priorities and long-term conservation strategies. They develop key partnerships with public and private organizations to identify and resolve technical issues and to widely communicate solutions and best practices. They engage local community support for local conservation efforts and negotiates complex and innovative solutions with government agencies and landowners to conserve and protect natural communities. They develop innovative scientific methods, analyses, tools and frameworks to manage natural systems to build resilience in the face of climate change. Anticipated percentage of time, relative to key job duties:

- Relationship Building, Facilitation & Communications (40%)
- Project Management, Implementation & Problem Solving (30%)
- Grants and Contracts Management (20%)
- Other functions (10%)

RESPONSIBILITIES & SCOPE

The PFM supports prescribed fire workforce development and implements prescribed burns to increase community wildfire resilience. They approve Site Fire Management Plans and Prescribed Burn Unit Plans and modifies or exempts specific fire management requirements as defined in [TNC's Fire Management Manual](#). They mentor, evaluate, and designate burn bosses, certifies task books, including RxB2; conduct or assist with training at local and national levels; and ensure that TNC's fire guidelines and requirements are met or exceeded. They have the authority to temporarily suspend fire management program operations because of safety concerns or non-compliance with TNC standards. They provide technical and scientific support to fire planners and burn bosses, review proposed contracts and staff qualifications for prescribed fire operations and provide input to TNC legal counsel on fire policy. They keep current on internal and external developments and trends in the field of wildland fire management and keep abreast of new burn techniques and equipment to enhance skills and maintain/grow fire credentials of TNC staff. To maintain excellence in the program, they build strong partnerships with public and private partners to further the goals of TNC and keeps senior leadership informed of fire program activities, needs, risks and accomplishments. The position is expected to travel to achieve these responsibilities.

Level of Position: The Prescribed Fire Manager is a mid-level, conservation team position within the Washington Chapter of The Nature Conservancy. They have accountability for conservation results within their control.

Within the scope of the position, the Collaborative Fire Director will:

- Develop and implement a proactive, systems-level program, focused on ecologically based fire management.
- Establish TNC as a major conservation partner within the fire management community and implement priorities and strategies associated with advancing the use of prescribed fire in Washington State.
- Provide capacity and enabling conditions needed to test social license assumptions and establish community-based cooperative burning models across communities and non-traditional audiences with an equity lens - recognizing that Indigenous, under resourced, and communities of color experience the most severe impacts from climate driven events like wildfire.
- Serve as the principle contact to government agencies, other conservation organizations, and the academic community on fire issues.
- Provide internal and external communications to accomplish policy objectives and, in partnership with our Government Relations team, provide consultation and research on policy issues.
- Build on our local collaboration efforts in Fire Adapted Communities, WA Prescribed Fire Council, and support national networks such as the Fire Learning Network.
- Coordinate community support, manage contracts and implement program strategies around workforce development and increasing the use of prescribed fire.
- Work closely with TNC Staff to implement restoration and management on several thousand acres of private and public lands across the state.
- The PFM will direct prescribed fire operations; and develop and review Prescribed Burn Unit Plans.

- This person is expected to make decisions in rapidly changing and potentially hazardous conditions that may affect the safety of staff and resources.
- Supervise staff and volunteers who serve as Burn Crew Members with responsibility for performance management, training, and development.
- Ensures program compliance with internal policies and external requirements.
- Pursues grants and private donations to support the fire program and manages relevant grants and contracts.
- Position will require frequent (sometimes overnight) travel.

Work Environment and Schedule

- Work location is flexible within the dry forest region of Central Washington, but ability to be on-site at TNC locations in Washington is required.

MINIMUM QUALIFICATIONS

- BA/BS degree and 5 years' experience in conservation practice or equivalent combination of education and experience.
- Must meet NWCG qualifications for Rx2, including coursework and experience requirements. See the Conservancy's Fire Management Manual for a full explanation of qualification requirements: <http://www.tncfiremanual.org/BurnBoss.htm>.
- Experience directing prescribed fire operations.
- Experience training and supervising staff and burn crew members or volunteers.
- Annually pass physical fitness testing at the arduous level.
- Experience leading effectively in stressful situations.
- 3 to 5 years related experience in fire operations or ecological land management, similar field or equivalent combination of education and experience.
- Experience using ESRI software ArcMap, ArcGIS Online, ArcGIS Pro, and mobile applications Collector or Field Maps
- Demonstrated proficiency with Box and Microsoft programs including Word, Excel, PowerPoint, Outlook and Teams.

DESIRED QUALIFICATIONS

- Ability to act in accordance with the [Washington equity statement](#); be respectful of differences of identity and/or beliefs, and successfully work across those differences to meet work objectives.
- Multi-lingual skills and multicultural or cross-cultural experience appreciated, especially working with Indigenous communities.
- 5-7 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Experience working with a variety of public, private and NGO partners to implement a shared vision.
- Political savvy and ability to communicate clearly via written, spoken, and graphical means in English and other relevant languages.
- Experience working with communities that have been impacted by climate-related natural resource emergencies.
- Experience facilitating collaborative decision making across a diverse group of stakeholders.
- Experience writing and securing grants.

SALARY INFORMATION

The starting pay range for a candidate selected for this position is generally within the range of \$71,000 - \$81,500 annually. 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.

TO APPLY

To apply for job ID 55376, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. Need help applying? Visit our recruitment page or contact applyhelp@tnc.org. *The position will remain open until filled, with priority consideration for applications received by 7/22/2024 at 8:59 PM PST.*

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

culture. 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 orientation, gender identity, 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.

ORGANIZATIONAL 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 stakeholder. 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.