



# Job Announcement: Conservation Manager/Director DOE

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**Status:** Full time

**Salary:** \$40,000 -\$50,000 DOE

**Location:** Tucson, Arizona

Sky Island Alliance is a binational conservation organization that works to protect and restore the rich natural heritage of native species and habitats in the Sky Island region of the southwestern United States and northwestern Mexico. We work with volunteers, scientists, landowners, public officials, and government agencies to establish protected areas, restore healthy landscapes, and promote public appreciation of the region's unique biological diversity. Sky Island Alliance combines science, on the ground conservation and restoration work, active public outreach, partnership building, and advocacy to achieve these goals.

Sky Island Alliance is based in beautiful Tucson, Arizona - a dynamic city with many active conservation organizations. Our office is located in historic Armory Park just south of downtown. For more information about our current work and the Sky Island Alliance team visit our website ([www.skyislandalliance.org](http://www.skyislandalliance.org)) and Facebook page (<https://www.facebook.com/SkyIslandAlliance>).

## Position Summary

As a key member of the senior management team, the Conservation Director will lead and advance Sky Island Alliance's vision for healthy, connected ecosystems that support native species and habitat diversity in the region. The Conservation Director will lead development and implementation of our diverse portfolio of conservation initiatives and projects, oversee management of funded projects, and play a central role in developing the scientific analysis and the strategic conservation approaches of the organization. The Conservation Director will report to the Executive Director and work closely with the Restoration Director and Operations Director.

Current conservation initiatives in the U.S. and Mexico include: documenting and protecting critical wildlife linkages; developing best management practices for wildlife monitoring at a landscape scale; documenting biological diversity through citizen science; protecting connected open space; ensuring conservation-based management on public lands; inventorying and protecting springs and streams; and identifying the most critical locations for directing conservation and restoration efforts in a changing climate. The successful candidate will demonstrate strong scientific knowledge and analytical skills, creative problem solving skills, enjoy working in a dynamic team environment, and be able to integrate a diversity of projects into a cohesive program of work. This position will work collaboratively with scientists, land managers, ranchers/private landowners, and volunteers, including youth.

## Responsibilities of the Position

### Program Work and Project Management (55%)

- Professionally represent Sky Island Alliance's interest to agencies, landowners, universities, volunteers, and the general public
- Represent Sky Island Alliance in professional coalitions such as the Desert Landscape Conservation Cooperative, Coronado Outdoors, and the Community Water Coalition
- Provide strong science support and analysis for strategic planning, program development, and implementation of Sky Island Alliance's conservation and restoration programs
- Maintain a solid understanding of current trends and practices in biodiversity conservation and land management issues in the Sky Islands region
- Contribute to implementation of springs inventories, wildlife monitoring, and development of a conservation design for the Sky Island region
- Plan program activities including inventory, monitoring and restoration work; wildlife monitoring; and biodiversity assessments
- Communicate about SIA's work at professional meetings and conferences (including oral and poster presentations) as well as at organizational events
- Conduct outreach at SIA and other conservation events in the region to recruit new partners, volunteers, and supporters
- Complete project deliverables on time and within budget

### Program Strategy (25%)

- Implement and develop new conservation initiatives to advance the goals of our strategic plan
- Maintain current funding commitment, and identify and develop new funding sources to support program initiatives
  - Take initiative to write grant proposals, and promote Sky Island Alliance's work with potential donors in order to fund approximately \$300,000 – \$500,000 of program work a year
- Engage communities in the U.S. and Mexico in conservation initiatives
- Contribute to an organizational culture of philanthropy by working with fundraising staff to develop campaigns and cultivate donors as appropriate

### Staff Supervision and Mentorship (20%)

- Provide leadership, supervision, and mentorship for a team of up to five staff, including coordinators, assistants, and interns
- Interact with teams of volunteers as needed to complete field work and develop strategies for volunteer engagement in conservation and restoration efforts

## Qualifications

The ideal candidate will have a strong background in developing and implementing science-based conservation initiatives as well as demonstrated management experience.

## Minimum Qualifications:

- Bachelor's degree or higher in the field of conservation biology, natural resource management, or a related field, with 4-6 years demonstrated professional experience
- Strong commitment to the conservation of biological diversity and developing effective responses to climate change
- Demonstrated leadership skills and management experience
- Excellent writing and speaking skills – ability to articulate vision and goals in a compelling way
- Excellent communication and negotiation skills
- Experience with budgeting, program planning, proposal development and other project management activities
- Experience working with federal land management agencies, state wildlife agencies, local governments, and private landowners
- Demonstrated ability to supervise, manage, mentor, and develop staff
- Demonstrated ability to raise program funding through grant writing and other means
- Continuous desire to learn and translate learning into action and results; open to change, keeping skills up to date to improve the way responsibilities are accomplished
- Highly organized problem solver, self-motivated, and team player committed to collaborative problem solving
- Proficiency in MS Office programs and data management applications (Access, Excel, etc.)
- Ability to work occasional nights and weekends
- Ability to travel out of the country (Mexico)
- Arizona driver's license and maintenance of a clean driving record

## Preferred Qualifications:

- Master's degree or higher, or 6+ years of experience
- Spanish language proficiency
- Experience working with landowners and conservation agencies in Mexico
- Knowledge of conservation biology and the ecosystems that occur within the Sky Island region
- GIS/ArcMap proficiency

## Salary and Benefits

Salary: \$40,000 - \$50,000 DOE. Medical, dental, and optical insurance coverage; generous vacation, holiday and medical leave benefits provided. Professional development opportunities also provided.

## Application

Send resume, cover letter, and writing sample via email to: [careers@skyislandalliance.org](mailto:careers@skyislandalliance.org). Please, no phone calls. Mark the subject line of the email: Conservation Director Search. (PDF format, please combine into one file and put your last name in the file name) The position is open until filled and applications will be reviewed as received (first review date 9/8/16).