



Job Announcement: Conservation Manager

Salary: \$40,000-\$48,000 with benefits

Reports to: Program Director

Location: Tucson, Arizona

Classification: Exempt Full-time

Start Date: Position will remain open until filled, consideration of applicants will begin January 6, 2020

Application Process: Please send a cover letter explaining how your experiences and skills match this position, resume, and three recent and relevant references, including one person you worked closely with for at least two years. Please submit to emily@skyislandalliance.org with subject line: Conservation Manager.

Sky Island Alliance is the only organization dedicated to conservation of biodiversity of the Sky Islands through citizen science, stewardship, and advocacy. We cross borders to connect landscapes, people, and wildlife. After 28 successful years of conservation work, we seek to advance international conservation of the Sky Island region by engaging volunteers, scientists, land owners, public officials, and government agencies in a joint vision of vibrant and connect habitats with resilient water sources and healthy populations of native species.

We seek a personable professional with a hunger for solving big problems, who loves working in a collaborative team setting, enjoys a balance between field and office-based work, and is interested in building and managing field-based programs to study and conserve wildlife, springs, unique flora, and habitats of the Sky Island region. The position requires fluency in English and Spanish and skills in facilitating relationships between binational stakeholders. The Conservation Manager will be based in Tucson, Arizona with frequent work field trips (including overnight camping) both in the U.S. and Mexico.

Sky Island Alliance is committed to cultivating a culture that embraces differences. Our programs and employment are open to all and international candidates are welcome to apply. U.S. citizenship is not required for employment—we are able to employ Mexican and Canadian citizens who are scientists through the NAFTATN Visa program. We value diversity and do not permit any discrimination against applicants, employees, or volunteers on the basis of race, creed, color, religion, national origin, ancestry, gender, age, sexual orientation, citizenship, disability, ethnicity, marital status, familial status, gender identity, economic circumstances, and/or veteran status.

Job Summary:

- Develop and implement citizen science projects that increase understanding of the health of springs and wildlife habitat in priority conservation areas in Northern Mexico and Southern Arizona.
- Develop and implement strategic stewardship projects to improve spring and wildlife habitat on public and private lands.

- Represent the organization in relationships and negotiations with private land managers, government agencies, collaboratives, and advisory committees.
- Manage individual projects from start to finish ensuring deliverables are completed in a timely fashion, reporting requirements are met, and the project stays within budget. Identify and resolve project issues.
- Ensure projects managed are integrated into achieving the organization's strategic plan goals as well as with complementary project work. Develop objectives and key results for focal areas.
- Provide vision and direction for program area including long-term program development, identification of sound strategies to reach conservation goals and new projects.
- Contribute to identifying funding sources to support current and new project work:
 - Identify funding leads and project ideas.
 - Craft grant proposals and project budgets with input from Directors.
 - Assist in at least \$150,000 of successful grant acquisition annually.
- Coordinate cross-project activities with staff at all levels.
- Contribute to development of the organizational annual plan and annual budget.
- Manage, mentor, and evaluate up to 3 consultants, staff members, and interns:
 - Monitor team workloads, coordinate schedules and time off to ensure program work is covered.
 - Recommend hiring, firing, salary adjustments and professional development for individuals under their supervision.

Primary Qualifications:

- Bachelor's degree in wildlife biology, hydrology, botany, or relevant field, plus field and professional experience with increasing responsibility; or Master's degree in related field; or equivalent experience.
- Strong knowledge of conservation biology principles and conservation approaches.
- Strong verbal and written communication skills in English and Spanish—communicate ideas clearly and concisely.
- Demonstrated ability to collaborate well with diverse stakeholders.
- Ability to plan weeks to months ahead, anticipate necessary tasks and potential challenges and develop strategies to solve them.
- Ability to engage staff at all levels to contribute to success of projects.
- Ability to anticipate project challenges and proactively address them with Directors.
- Maintain software, data management and other skills to effectively complete work. May require specialized skills such as GIS analysis and mapmaking.
- Ability to develop sound project proposals for grants and write grant proposals.
- Ability to develop and manage project budgets with Director input.
- Operates as an effective tactical and strategic thinker.
- Ability to work well with diverse staff, be a self-starter, work well under pressure, be able to handle numerous projects at one time, and meet deadlines consistently.
- Promote a culture of high performance and continuous improvement that values learning and a commitment to quality.
- Maintain continuous lines of communication, keeping the Program Director informed of all critical issues.