

Yellow Island Steward

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](#). To learn more about our Washington Chapter, take a look at washingtonnature.org.

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 Yellow Island Preserve Steward is responsible for day-to-day oversight of the Yellow Island Preserve, and the associated Marine Protected Area (MPA), along with 3 other TNC preserves and a conservation easement in the San Juan Islands region. The Yellow Island Steward reports to the WA Stewardship Director and their work contributes to the Stewardship Team, and the Caring for for TNC's Lands and Waters in Washington strategy.

The Steward implements preserve management projects in Yellow Island's prairie habitat, an anthropogenically maintained ecosystem with a longstanding cultural legacy. Preserve stewardship duties include land management tasks such as invasive species control, planting and propagation, brush and tree removal, and routine maintenance of trails, equipment, and structures; surveillance of the surrounding Marine Protected Area, and annual ecological monitoring. At Yellow Island TNC maintains two historic cabins for use by the Steward and pre-arranged visiting groups. The Steward keeps cabin facilities, including water, solar, propane and wood heating/cooking systems in safe working condition.

The Steward regularly interacts with the visiting public and hosts TNC member and donor trips, sharing information on Yellow Island's cultural and natural history and ensuring understanding of The Nature Conservancy's preserve use and safety guidelines. Engagement with Tribal partners, conservation partners, and a diverse range of community groups and volunteers is a key aspect of the role, supporting

TNC's commitment to equitable community engagement and Statement of Commitment to Indigenous Peoples.

This is an hourly full time position at 40 hours per week, with heaviest activity occurring on weekends, especially during spring and early summer. From March 1 to November 1, the Steward is required to live on-site in provided housing during the workweek. They may live on-island full time through this 8-month period, or stay elsewhere on non-workdays/nights. During the other four months the Steward lives off-site independently, working either full-time or part-time on Stewardship and/or other WA conservation projects, or they have the option to take leave without pay.

ADDITIONAL DETAILS

- Work on weekends and major summer holidays is required. Paid holiday leave will be available on alternate dates.
- As a requirement of this position, the Preserve Steward must live on the island in a cabin owned by The Nature Conservancy during the work week for 8 months of the employment period (March 1- November 1). Willingness to live and work in relative isolation with rustic facilities. Must accept intrusions on privacy and personal space as part of spring/summer routine. Smoking is not permitted on the preserve or in Conservancy facilities. Pets are not allowed.
- A motorized boat will be provided for transport to and from the island.
- Work will occur in variable weather conditions, on somewhat hazardous terrain and at times under physically demanding circumstances.

We're Looking for You:

Through the efforts of The Nature Conservancy over 100,000 acres in Washington have been preserved for people and nature. From the mountains to the sea, the Washington Chapter is dedicated to conserving the natural resources that make Washington unique while working toward more equitable outcomes for the human communities around them.

Many of the 'hard skills' can be taught for this position, but you are the right person to be our next steward if you bring an ability to problem solve, can work with a wide variety of people and are eager to develop field skills such as plant identification, seed collection and invasive plant control. You are someone who thrives on independent decision-making but has a strong sense for when to consult and collaborate in the work. You have a strong love of the land and its care and agree that a field day is always a good day.

If you're looking for a career where you can find meaning and purpose, come join our Washington Chapter as the Yellow Island Steward. Apply today!

What You'll Bring:

MINIMUM QUALIFICATIONS

- BA/BS/AS/Technical or vocational degree in science-related field and 2 years' experience in natural sciences, natural resource management, park interpretation/education, or related field; or equivalent combination of education and experience.
- Experience with natural systems.
- Experience in verbal and written communication, including public speaking.
- Experience using common software applications such as Word, Excel, Outlook, web browsers, videoconferencing platforms, etc.
- Possess skills and knowledge necessary operate motorboat safely in marine environment. WA State boater safety certification required by position start date.
- Ability to lift and carry 40 lbs. over short distances, physical ability to clear heavy brush with minimal equipment and to carry heavy loads over uneven trails, up and down stairs, and in beach-to-boat transfers.
- Basic first aid/CPR training or willingness to obtain.
- Experience completing tasks independently with respect to timeline(s).

HELPFUL SKILLS AND EXPERIENCE

- 3-5 years' experience in natural resource management, similar field or equivalent combination of education and experience.
- Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
- Ability and willingness to apply science and other ways of knowing to decision-making and in guiding activities.
- Knowledge of ecological and biocultural land management principles, familiarity with Puget Sound prairie plant species.
- Knowledge of current trends and practices in conservation, land management and natural resource preservation.
- Experience with GPS and GIS for field applications.
- Ability to operate and perform basic maintenance on chainsaws, brush-cutters, backpack sprayers, and hand tools.
- Experience with residential facilities maintenance and repair in rustic conditions. Understanding of solar and propane systems. Basic construction/ carpentry skills helpful.
- Experience with herbicide application for weed management. WA Pesticide Applicators License a plus. (can be obtained on the job)
- Valid driver's license and good driving record.
- Ability to act in accordance with the [Washington Equity Statement](#) and [Statement of Commitment to Indigenous Peoples](#); be respectful of differences of identity and/or beliefs, and successfully work across those differences to meet work objectives.
- Motivated to learn new skills, think creatively and problem-solve situations which may be new or unfamiliar.

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 Info:

The starting pay range for a candidate selected for this position is generally within the range of \$52,320 - \$58,860 annually / \$28.75 - \$32.34 hr. 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.

How To Apply:

To apply for job ID# **54955**, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. *The application deadline is April 25, 2024 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

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.

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: Conservation Practitioner V
 Job Family: Conservation
 Internal Job Code: 450004
 Salary Grade: 4
 Status: Hourly
 PeopleSoft Job ID Number:
 Date:

