

Job Description

Job Title: INDONESIA MARINE PROGRAM MANAGER
Job ID: 11478
Location: INDONESIA
Full/Part Time: Full-Time
Regular/Temporary: Regular

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ABOUT US

The Nature Conservancy is the world's leading conservation organization, working in all 50 states and more than 33 countries. Founded in 1951, the mission of The Nature Conservancy is to preserve the plants, animals and natural communities that represent the diversity of life on Earth by protecting the lands and waters they need to survive.

ESSENTIAL FUNCTIONS

The Program Manager oversees site-based conservation program and support Marine Director to coordinate various aspects of Indonesia marine program, including, policy, science, communications and partnership, capacity building and financial and administration of marine program. In close coordination with the relevant senior managers, the Program Manager leads among others the development of marine program proposals, work planning, reporting, staff development and coordination with relevant partners in implementation of work plan. Program Manager will support Marine Director in developing key partnerships with public and private organizations to identify and resolve management and policy issues; negotiating complex and innovative solutions with government agencies to conserve and protect important marine areas; and developing and implementing marine conservation strategies, including the development of a resilient network of marine protected areas. The Program Manager can also serve as the contact for marine issues with government agencies, other conservation organizations, local, national, and international TNC marine staff, and public and private funders. Under discretion of Marine Director, Program Manager can represent marine program at the Indonesia's Senior (Triumvirate) Leadership team.

The Program Manager will be supervised by Marine Director and based in Bali.

BASIC QUALIFICATIONS

- BA/BS degree and 12 years experience in conservation practice or equivalent combination of education and experience.
- Experience with certain aspects of fundraising: identifying donor prospects and donor cultivation.
- Experience designing, implementing, and directing complex or multiple projects of strategic importance, including managing finances, supervising multidisciplinary professionals and coordinating the work of partners.
- Experience working with current trends and practices in relevant discipline(s) and regions.
- Experience in partnership development (partners, community, government, etc.); experience with high-level conservation contacts.
- Experience working with methods and standards of biodiversity information systems and initiatives.
- Experience conceiving and implementing strategic initiatives.
- English and Bahasa (Indonesian) required.

ADDITIONAL JOB INFORMATION

REQUIRED KNOWLEDGE AND SKILLS:

- Minimum BA/BS degree, Masters preferred, and 12-15 years experience in conservation practice or equivalent combination of education and experience
- Demonstrated experience influencing, developing and implementing conservation policy and plans at the state and/or country level
- Knowledge of current trends and practices in relevant discipline(s) and regions
- Developing practical applications of scientific concepts and technical innovations for conservation purposes
- Demonstrated experience in fundraising on behalf of OU and global priorities
- Successful experience in developing, directing and managing multiple projects.
- Knowledge of methods and standards of biodiversity information systems and initiatives and experience conceiving and implementing strategic initiatives.
- Motivating team members, setting goals, and leading efforts
- Delivering practical, adaptable products and services to customers
- Knowledge of politics and society with respect to environmental affairs
- Managing time and diverse activities under deadlines while delivering quality results
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages
- Demonstrated success as an inspirational manager who has successfully motivated staff to achieve and sustain excellence.
- Demonstrated leadership and visionary qualities and able to work effectively with and through others in a decentralized and geographically dispersed organization.
- Successful experience in partnership development (partners, community, government, etc) including extensive networking with high-level conservation contacts; political savvy.
- Proven interpersonal, communication, and negotiation skills.
- Excellent communication in English and Bahasa (Indonesian).

COMPLEXITY/PROBLEM SOLVING:

- Negotiates complex agreements, sometimes in political environments
- Develops and implements creative ideas to improve overall performance in conservation strategies
- Formulates, evaluates, and decides broad organizational policies and long-term programs
- Anticipates, diagnoses, and resolves complex problems and identifies creative solutions
- Designs, implements, and directs complex and diverse projects, encompassing multiple programs and coordinating the work of other professionals, inside and outside the organization. Incorporates cross-disciplinary knowledge to support program objectives
- Highly diversified work involves participation 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:

- Assesses decisions' potential impact on colleagues' work, public image, scientific credibility and financial and legal standings
- Makes decisions based on incomplete or ambiguous information and accepts associated risks
- Makes independent strategic decisions frequently based on analysis, experience and judgment
- Decisions may affect organization's public image.
- Decision may have maximum financial and/or legal impact on the organization

RESPONSIBILITY/OVERSIGHT – FINANCIAL AND SUPERVISORY:

- Broad management and leadership responsibility.
- Recruit, retain, and manage high quality and effective multi-disciplinary staff with responsibility for performance management, training and career development.
- Establish clear directions and set stretch objectives.
- Management responsibility for 10+ staff members, both internal and external to the organization
- Develops long-term strategies and achieves strategic goals and objectives
- Identify, cultivate, and solicit major donors in support of program activities.
- Overall responsibility for financial management of program, including setting financial goals, analyzing results, and taking corrective actions.
- Ensure that programmatic commitments, financial standards, and legal requirements are met
- Ensures that program complies with TNC policies and procedures and external (donor/legal) requirements

COMMUNICATIONS/INTERPERSONAL CONTACTS:

- Builds cooperative relationships and collaborates with diverse groups, including land owners, conservation partners, government officials, donors, board members, and the general public, to recruit

support for the Conservancy and publicize Conservancy efforts

- Commands attention, changes tactics midstream as necessary, and manages group processes during presentations or discussions
- May speak with and in front of varied audiences on scientific topics and the Conservancy's mission; interacts and provides input/guidance to senior managers
- Ability to establish excellent working relationships with outside partners, state/local/federal agencies, land managers, private landowners and the academic community. Leverages constructive and effective relationships inside and outside the Conservancy.
- Work effectively in high-tension situations and maintain composure under pressure. Diffuses high-tension situations comfortably
- Work and communicate effectively with a diverse group of people, including scientists, preserve staff, and others, providing and obtaining needed information
- Ability to articulate lessons learned regarding conservation initiative successes and failures
- Ability to simplify and explain complex scientific data to general audiences
- Creates and communicates a compelling vision; practices the Conservancy's core values.

WORKING CONDITIONS/PHYSICAL EFFORT:

The Program Director IV may work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. These conditions may:

- require occasional physical exertion and/or muscular strain
- present occasional possibility of injury
- require long hours in isolated settings

This position may also:

- require frequent travel domestically and/or internationally
- require evening and weekend hours

BENEFITS

The Nature Conservancy offers competitive compensation, 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.

HOW TO APPLY

Please submit resume and cover letter as one document no later than October 30, 2009.

Visit www.nature.org/careers/, click View Positions and search for this listing by the position title and/or location. All resumes (CVs) and cover letters must be submitted through The Nature Conservancy's online application system. Please attach them to your application as one document.

If you are having technical problems with the site or application process, contact applyhelp@tnc.org and include job opening ID. Note: Please do not send questions related to specific positions to this e-mail address as they will not be able to be answered.

All sections of online application must be completed (e.g. work experience, education and language skills, even if information is included in resume), to be considered for a position.

Job ID #11478

EOE STATEMENT

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