

# POSITION DESCRIPTION



**POSITION TITLE** Director of Science, Maryland/DC Chapter  
**JOB TITLE** Applied Scientist III (MGR)  
**JOB FAMILY** Science  
**JOB NUMBER** 400003  
**SALARY GRADE** 8  
**STATUS** Salaried  
**LOCATION** Bethesda, MD  
**SUPERVISOR** Deputy State Director  
**DATE** November 2016

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## SUMMARY

The Director of Science provides leadership and strategic direction to ensure that the Maryland/DC Chapter's conservation strategies have robust scientific foundations and are designed to achieve the greatest possible conservation outcomes. The Director is an experienced people manager who upholds the Conservancy's scientific integrity and leads their team to facilitate, apply, and evaluate science in support of the Chapter's conservation objectives. The Director will have knowledge of and experience with a broad range of conservation science topics central to achieving our priorities of clean water and climate resilience. S/he will be a scientific thought leader for the Chapter who identifies emerging topics opportunities and incorporates them into our conservation agenda. The Director will represent the Conservancy and clearly articulate scientific information to numerous and diverse audiences.

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## ESSENTIAL FUNCTIONS

- Lead team to develop and implement science and on-the-ground practices and management that are aligned with the Chapter's conservation priorities.
  - Work closely with the Chapter's executive team and Board of Trustees as primary science advisor, strategist, and partner in conservation.
  - Foster culture of curiosity, learning, and innovation across a broad range of topics in support of the chapter's clean water and climate resilience priorities.
  - Plan and measure the success of conservation projects from a scientific perspective.
  - Identify emerging trends, opportunities, and mission-critical gaps in scientific knowledge and pursue innovative and collaborative approaches to address them.
  - Work across Maryland, the District of Columbia, and the Mid-Atlantic Division to collaborate and partner with scientists to address questions central to our ability to most effectively achieve clean water and climate resilience.
  - Communicate with scientists and non-scientist conservation practitioners, philanthropy, government relations, and marketing/communications staff, and serve as a spokesperson and advocate for Conservancy initiatives.
  - Pursue grant funding to support mission-critical science needs.
  - Develop recommendations and take action in the face of uncertainty and/or with incomplete information.
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## RESPONSIBILITIES & SCOPE

- Supports program objectives by working in a complex matrix organization environment.
  - Supervises program staff to develop and manage work plans and large project budgets.
  - Writes and manages grants and contracts.
  - Interprets guidelines, evaluates information and modifies processes to adapt to changing circumstances for the program.
  - Oversees a variety of information to staff and others, contributing to conservation projects and ensuring workflow.
  - Provides training for internal and external colleagues on ecological and conservation scientific principles.
  - May work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.
  - Willingness to travel to organization-wide meetings and to project site offices.
  - Frequently make independent strategic decisions based on analysis, ambiguous information, and judgment
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## MINIMUM QUALIFICATIONS

- Master's Degree in science related field and 4 years of experience or equivalent combination of education and experience.
  - Experience managing complex projects including project management skills, financial management, and coordinating the work of peers and partners.
  - Experience creating partnerships with conservation colleagues, agencies, and/or academic institutions.
  - Supervisory experience.
  - Strong written, visual, and verbal communication skills and experience translating complex technical and scientific issues to a broad range of audiences and across platforms (e.g. in-person presentations to social media).
  - Experience working and communicating with a wide range of people.
  - Experience manipulating, analyzing and interpreting statistical or environmental data.
  - Record of peer reviewed publications in scientific journals, original science papers, and/or synthesis papers.
  - Experience fundraising and/or writing grants and research proposals.
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## PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE

- Multi-language and multi-cultural experiences appreciated.
  - Ability to engage in a wide range of conservation issues, analyze complex problems, rapidly build personal/team expertise on new issues, and develop strategic responses or solutions.
  - Ph.D. in ecology, biology, natural resources, or social science.
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- Proven ability to leverage applied scientific concepts and technical innovations for broader impact.
- Experience with social sciences, particularly as it relates to the interrelationship between natural resource conservation and community health (social, economic and/or political).
- Demonstrated ability to work across teams and collaboratively with a wide range of individuals that do not have a direct reporting relationship, including staff, partner organizations, government agencies, academic institutions, and other stakeholders.
- General understanding of environmental policy, government processes, environmental laws and regulations as they relate to habitat and species protection, natural resource use, and/or energy and infrastructure is a plus.
- Actively listens to others. Fosters open exchange of ideas.
- Demonstrated commitment to diversity, equity and inclusion.
- Experience in fundraising including writing proposals and interacting with public and private donors.

**ORGANIZATIONAL  
COMPETENCIES**

Accountability for Outcomes	Pushes for excellence. Establishes challenging goals for self and others to drive performance in support of the Conservancy's mission. Rewards behavior that achieves these standards and is aligned with the organization's mission/ values. Takes action to address performance problems in a timely and appropriate manner.
Builds Organizational Capability	Builds or adapts organizational structures to accomplish the mission and to improve performance. This includes reorganizing organizational systems, structures, processes, procedures, communication channels or reporting relationships. With the Conservancy's strategic filter in mind, determines who can contribute, gets the right people involved, and builds bench strength for the future.
Collaboration & Teamwork	Shows a willingness to put the needs and goals of a global organization before personal/local/departmental needs. Works with others across organizational boundaries. Makes decisions, sets priorities, and allocates resources to help the organization as a whole achieve results.
Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Courage & Decisiveness	Makes decisions and stands by them. Makes timely decisions even under pressure and when lacking complete information. Has the courage to modify decisions and admit why and how they were wrong.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
Influences for Results	Achieves results by persuading, convincing, or influencing others. Adapts approach to the individual or group and knows how and when to use complex influence strategies. Uses success stories and passion for the mission to generate enthusiasm and support.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

*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 men and women 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 or veteran status or other status protected by law.*