

# JOB DESCRIPTION

**POSITION TITLE:** Marine Fisheries Project Director  
**JOB TITLE** Program Director I  
**JOB FAMILY** Conservation  
**JOB NUMBER** 250005  
**SALARY GRADE** 7  
**STATUS** Salaried  
**DATE** September 2014



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## SUMMARY

The focus for the Marine Fisheries Project Manager is building the foundation to launch a new, joint marine fisheries program for the Oregon and Washington chapters of The Nature Conservancy.

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## ESSENTIAL FUNCTIONS & RESPONSIBILITIES

The successful candidate will:

- Establish and manage a team of internal colleagues with a range of expertise and knowledge of fisheries;
- Recruit and oversee a strategic advisory committee comprised of external partners and experts;
- Bring to bear the latest science, assessments and data about state and federal fisheries off OR and WA;
- Increase our understanding of seafood supply and demand;
- Host dialogues or other forums to collect perspectives and input from fishermen, fishing associations, trade groups, and related business interests in coastal communities;
- Explore existing conservation work occurring on fisheries around the nation and on the West Coast including habitat protection, bycatch reduction, co-management, data poor stocks, and fisheries information systems;
- Assess the strengths, needs and conservation opportunities for state and federal fisheries;
- Identify clear strategies and action steps that can be taken in cooperation with the fishing industry to increase conservation outcomes while strengthening the economies of local coastal communities; and
- Make presentations and share information with Conservancy colleagues, trustees and donors on the West Coast as well as at the national and global levels.

The main deliverable for this work will be a five-year strategic plan for Oregon and Washington, and a first year operating plan. The geographic range of this strategic plan is the coast of Oregon from Brookings to Astoria and the Pacific Coast of Washington. Puget Sound is not included in this project scope.

As time permits, other projects he/she may participate in during the course of this position include assisting the Conservancy with a gear modification project in Ilwaco, WA and identifying ways to support the development of community-based quota funds.

The Marine Fisheries Project Director is a 24-month term limited position with the potential for a permanent position based upon funding. The successful candidate will report to the Oregon Director of Marine and Coast Conservancy, and may be located in Portland, Oregon or anywhere along the coast between Newport and Astoria, Oregon.

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## MINIMUM QUALIFICATIONS

- BA/BS degree and 5-7 years of experience in marine conservation, fisheries or equivalent combination of education and experience.
  - Experience managing complex or multiple projects, including staffing, workloads and finances under deadlines.
  - Politically savvy and experienced in partnership development (partners, community, government).
  - Team management skills, including the ability to motivate, lead, set objectives and manage performance, and experience working with subcontractors.
  - Good written and verbal communication skills.
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## PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE

- Demonstrated experience influencing, developing and implementing fishery science, conservation policy, and plans.
  - Knowledge of marine and estuarine conservation practices and conservation science
  - Ability and willingness to understand and convert science into decision-making, activities, and strategic priorities
  - Knowledge of fisheries data and ability to work with contractors to analyze appropriate data
  - Proven ability to build constructive and effective relationships with diverse people, including: scientists, fishermen, government representatives, community leaders, elected officials, corporate representatives, donors, and volunteers.
  - Knowledge of ecological principles of fisheries including ocean acidification and trophic dynamics
  - Knowledge of current trends and practices in conservation, fisheries management, and natural resource preservation
  - Ability to foster cooperation from outside parties to identify potential areas of partnership and identify program goals
  - Experience in strategic planning
  - Ability to manage teams of people without direct authority
  - Explaining conservation practices to technical and non-technical audiences (e.g. the public or media)
  - Awareness and sensitivity to the complexities of fisheries politics and management
  - Managing time and diverse activities under deadlines while delivering quality results
  - Assist with raising public and private funds to meet program needs.
  - May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
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**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. 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 achieve high performance. With the Conservancy's strategic filter in mind, effectively assesses who can contribute, gets the right people involved, and builds bench strength for the future.
Collaboration & Teamwork	Works with others across TNC's organizational boundaries (World Office and Global Teams) and anchors work within this larger scope. 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 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	Uses success stories and passion for the mission to generate enthusiasm and support. Adapts approach to the individual or group and knows how and when to use complex strategies and communication tools.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of the conservation industry. Knows how local job relates to the big picture & contributes to the overall strategy. Knows or is willing to learn how/why things work inside TNC. Easily moves through internal networks and channels for success.

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*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 orientation, gender identity, military or veteran status or other status protected by law.*