

JOB DESCRIPTION



JOB TITLE Lead Scientist, North America Fisheries Program
JOB FAMILY Science
JOB NUMBER 400003
SALARY GRADE 8
STATUS Salaried
DATE March 5, 2015

SUMMARY The Lead Scientist provides technical and scientific support and leadership for the North America Fisheries Program and regional fishery conservation efforts on the Atlantic Coast and in the Caribbean.

**ESSENTIAL
FUNCTIONS**

The Lead Scientist helps to establish the Conservancy as a leading fisheries conservation partner within the area of responsibility, helps to develop and shape conservation priorities, projects, and long-term conservation strategies, builds scientific and technical capacity in the field and develops key partnerships with field offices, federal and state agencies, fishermen, academic institutions, or others to identify and resolve technical issues. S/he uses diverse internal and external channels to widely communicate solutions and best practices. Programmatic scope will require cross-boundary work and relationships – including across state, regional, and country programs. S/he develops innovative scientific methods, analyses, tools and frameworks to address fishery conservation challenges. The Lead Scientist conducts scientific surveys and research, records data, writes reports and develops proposals in order to administer and coordinate conservation programs within a conservation or business unit.

**RESPONSIBILITIES
& SCOPE**

- Delivers tools, science and technical support, field services and training to staff and partners.
 - Provides fieldwork and logistical support for research, project development and monitoring.
 - Designs and implements experiments relative to program area.
 - May lead staff, interns or volunteers on a project basis.
 - Builds cooperation from outside parties to accomplish program goals.
 - Responsible for helping to ensure that public and private funds are raised to meet program needs.
 - May manage multiple grants, contracts or requests for proposals.
 - Must work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.
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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 leading and working with cross-functional teams.
 - Experience synthesizing, interpreting and communicating scientific information.
 - Ability to communicate clearly via written, spoken, and graphical means.
 - Experience preparing reports of findings.
 - Record of peer reviewed publications in scientific journals.
 - Experience working and communicating with a wide range of people.
 - Solid grasp of principles of fishery biology, population dynamics, marine ecology.
 - Understanding of sources, use, management, and various limitations of fishery data in the United States.
 - Knowledge of and experience with the process of how science is translated into fishery management decisions.
 - Ability to meet deadlines.
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**PREFERRED
KNOWLEDGE,
SKILLS &
EXPERIENCE**

- Ph.D. and 1-3 years experience in fisheries science and management.
 - Demonstrated experience influencing or developing conservation and management plans, particularly through the U.S. fishery management council process.
 - Knowledge of current trends and practices in fisheries science, monitoring, policy and assessment.
 - Demonstrated experience in fundraising and/or grant writing.
 - Proven negotiation skills.
 - Attention to detail.
 - Experience developing and delivering training.
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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.

**ORGANIZATIONAL
COMPETENCIES**

Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
Interpersonal Savvy	Maintains positive working relationships. Contributes to productive partnerships inside and outside the organization. Understands team member roles and values the contributions of others. Effectively deals with conflict.
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.
Produces Results	Takes Initiative. Focuses on priorities. Strives for excellence. Is dependable and accountable for results. Persistent in the face of obstacles and meets deadlines.

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

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