

## POSITION DESCRIPTION



**POSITION TITLE** Canada Marine Program Lead  
**JOB TITLE** Conservation Practitioner V  
**JOB FAMILY** Conservation  
**JOB NUMBER** 450005  
**SALARY GRADE** 6  
**STATUS** Salaried  
**LOCATION** British Columbia, Canada  
**DATE** June 2018

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### ABOUT US

TNC Canada is a Canadian charity affiliated with The Nature Conservancy, the world's largest conservation organization with over 3,000 staff, 600 scientists and 1 million supporters worldwide. Established in 2014, TNC Canada is headquartered in Toronto and builds on the Conservancy's long history of conservation achievements in Canada. Our mission is to conserve the lands and waters on which all life depends. We bring innovative solutions, local partnerships and global experience to Canada's vast conservation opportunities. Recognizing that people and nature are interdependent, we believe that healthy communities and economic prosperity are integral to achieving sustainable, large-scale conservation results. Visit [www.tnccanada.ca](http://www.tnccanada.ca) to learn more.

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### SUMMARY

The Marine Program Lead oversees the development, implementation and management of TNC Canada's marine conservation work in British Columbia. They have topic expertise and leadership experience in coastal and ocean management including current trends and methods for achieving sustainable fisheries, implementation of marine spatial plans and marine protected area networks. The Program Lead has demonstrated success building collaborations to tackle diverse and complex problems that are critical to the long-term health of the marine environment. They bring their expertise and experience to these issues and can leverage the Conservancy's expertise on marine planning, stakeholder engagement, and sustainable fisheries to improve management of the Canada's Pacific.

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### ESSENTIAL FUNCTIONS

The Marine Program Lead provides strategic and technical leadership to identify and determine the programmatic direction of the Conservancy for sustainable ocean management in British Columbia. This position requires creating collaborative dialogues and solutions built upon strong and effective partnerships with First Nation communities and governments, provincial and federal government ministries, other NGOs, plus members of the fishing sector, including commercial fisheries, sportfishing, and recreational fisheries. The role also requires understanding and knowledge about fisheries management and the fishing sector in British Columbia, as well as familiarity with global trends in marine conservation, marine protected area network design, fisheries science and monitoring approaches, and the ability to convey these ideas and information to diverse audiences. An essential function of this position is to create and implement collaborative, multi-sector solutions that advance sustainable ocean management; thus, demonstrated skills and success in fisheries and planning is essential.

TNC Canada's marine program builds upon the Nature Conservancy's success in the Great Bear region supporting the leadership and authority of Indigenous communities. This position will continue these long-term partnerships and develop new successful collaborations. In the near term, this position will manage TNC Canada's support to the Marine Plan Partnership (MaPP) and Marine Protected Area Technical Team (MPATT).

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### RESPONSIBILITIES & SCOPE

- Design, obtain internal approvals for, and implement a Marine Conservation Program with a focus on sustainable ocean management through marine protection, sustainable fisheries, co-management, and compatible uses of the ocean. Ensure program compliance with internal policies and external requirements.
  - Gain cooperation from outside parties to accomplish program goals.
  - Develop an annual budget and manage all spending, including contracts and grants, within the budget.
  - Collaborate with: other Conservancy staff working in coastal British Columbia and across Canada in programs such as Philanthropy, Strategic Partnerships, Indigenous Stewardship, economic development and government relations.
  - Collaborate with the Global Ocean Team's and North America Region's marine spatial planning and fisheries programs.
  - Assist TNC Canada's fundraising team by developing materials and reviewing donor communications as well as assisting fundraisers in meetings with prospects and donors
  - Under minimal supervision, makes independent decisions based on analysis, experience and context.
  - May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
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*TNC Canada 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.*

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**MINIMUM  
QUALIFICATIONS**

- Bachelor’s degree in science, resource management, law or business plus at least five years of experience in natural resource management, marine conservation, or related field; or equivalent combination of education and experience.
- Knowledge of current trends, issues, and science underpinning oceans and fisheries management in Canada’s Pacific
- Ability to explain technical concepts and information to both technical and non-technical audiences
- Experience communicating with the public and/or media both in writing and verbally.
- Experience and demonstrated success building collaborations of diverse interests
- Excellent communication skills via written, spoken and graphical means in English.

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**PREFERRED  
KNOWLEDGE,  
SKILLS &  
EXPERIENCE**

- Master’s degree in marine ecology, fisheries or an ocean related field plus 8 years of experience in ocean conservation and management in Canada or West Coast United States.
- Success partnering with Indigenous governments and communities in a manner that strengthens their leadership and capacity in oceans and achieves conservation outcomes.
- Experience working directly with the commercial or sport fishing sectors (including aquaculture), with an understanding of the economic, social and political drivers, as well as existing and historic challenges
- Experience in the development of financial incentives and agreements that can create innovative options for ocean management
- Experience negotiating complex agreements with government and industry.
- Knowledge of Canada’s Oceans Act and fisheries legislation plus policy and jurisdictional issues associated with managing Canada’s Pacific coast.
- Knowledge of geographic response plans associated with shipping and transportation.

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**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.
Responsibility & Oversight	Exercises delegated financial authority in a variety of areas, such as arranging for large meetings and committing funds related to such meetings and approving expense reports.
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.

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

**APPLICATION DEADLINE: July 13, 2018** at 11:59PM EST.

**Internal applicants:** Please apply to Job #46609 in PeopleSoft Self Service.

**External applicants:** Please apply to Job #46609 at [www.nature.org/careers](http://www.nature.org/careers), and submit resume (required) and cover letter separately using the upload buttons. Click “submit” to apply for the position or “save for later” to create a draft application for future submission. Once submitted, applications cannot be revised or edited. Failure to complete required fields may result in your application being disqualified from consideration.

If you experience technical issues, please refer to our [applicant user guide](#) or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

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