

Careers at The Nature Conservancy

The Nature Conservancy is making a global impact as one of the world's largest environmental organizations, with a globally diverse workforce of over 3,500 committed and talented staff based in all 50 states and 30 countries. We are committed to sharing our resources and expertise with partners and among our many programs to facilitate conservation on a global scale.

Our employees contribute to our conservation goals in various fields. Whatever your expertise, with an internship at The Nature Conservancy you'll be in an environment that nurtures employees by encouraging innovation and professional development.

CAREER DEVELOPMENT AND ADVANCEMENT

The Conservancy's management philosophy is to give our staff the chance to make a difference. In addition to our comprehensive training programs, we offer formal fellowship and mentoring programs to develop conservation and leadership expertise. In addition, we have a strong history of promoting from within. Many of our employees have made 20 and 30 year careers with the Conservancy.

TRAINING

At The Nature Conservancy, we believe learning is smart conservation. When employees expand their knowledge and develop new professional skills, they help the organization adapt to change and meet the challenges ahead.

We offer a comprehensive new employee orientation along with classroom and online training focused on professional success, functional management and leadership development.

Our many learning networks offer employees the opportunity to share best practices and collaboratively learn from each other. In addition, all employees have access to a Learning Management System, which provides online courses available 24 hours a day, seven days a week.

COMMITMENT TO DIVERSITY

We recognize that conservation of biological diversity is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures.

We are committed to our diversity and inclusion principles and value a blend of perspectives and viewpoints, because we know that having a diverse workforce, which is representative of the global population, is essential to achieving our mission.

Additionally, we sponsor Employee Resources Groups which are instrumental in providing resources, tools and access to a community of peers and allies. We also provide training workshops focused on diversity and inclusion because we want to go beyond "diversity hiring," and many of our business units sponsor diversity-specific pilot projects which are directly tied to their conservation efforts.

WORK ENVIRONMENT

Our work environment is supportive of staff. We offer flexible policies that support work-life balance, including telecommuting, flextime and compressed work weeks for eligible high-performing employees. We have strong values and a culture that supports teamwork and collaborative problem solving.

EMPLOYMENT BENEFITS

Our comprehensive benefits package is tailored to the individual countries where we work and provides a full range of benefits to help meet our employees' needs for health care, retirement and a positive work-life balance.

As you explore career opportunities within the Conservancy, you'll receive information about the benefits that are available in different locations. These typically include, but are not limited to:

- Medical/Dental/Vision insurance
- Same sex spouse and domestic partner coverages
- Flexible work schedules in addition to a standard 35 hour work week (some jobs and locations vary)
- Retirement savings plan, with matching contribution of up to eight percent after one year of service, fully vested after three years
- Generous annual leave and sick time
- Paid holidays
- Paid life and accidental death and dismemberment insurance
- Paid business travel accident insurance
- Country-specific benefits per labor laws

CAREER AREAS

Below is a sample of the department and career areas available at the Conservancy.

MARKETING AND MEDIA	BUSINESS	EXTERNAL AFFAIRS	DEVELOPMENT	SCIENCE AND CONSERVATION	ADMIN. AND OPERATIONS
Photography	Management	Government Relations	Fundraising	Botany	Law
Web Design	Finance	Policy	Gift Planning	Preserve Management	Human Resources
Social Media	Strategic Planning		Foundation Relations	Invasive Species Control	Grants Management
Videography	Knowledge Management		Donor Relations	Ecology	Information Technology
Writing / Editing	Analytics		Donor Communications	Biology	
Media Relations				Monitoring	

APPLICATION PROCESS

Positions will be posted in October for the following summer on www.nature.org/careers. Applicants must complete the online application and submit their resume and cover letter to the position of their choice.



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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 culture.

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, protected veteran status or other status protected by law.

To learn more or to apply for an open position, please visit nature.org/careers.

With any questions about the GLOBE internship program, contact globe@tnc.org