

JOB DESCRIPTION

JOB TITLE Water Fund Lead



A LITTLE ABOUT US

Founded in 1951, The Nature Conservancy (TNC) is a global conservation organization. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters, and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 70 countries, and all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

Our Mission: Our mission is to conserve the lands and waters on which all life depends. Rather than viewing development – including economic growth – and conservation as contradictory goals, we work to demonstrate how nature has value for people and development and how nature can provide enormous economic benefit. We envision a future where people and nature can flourish together.

Our Vision: A world where the diversity of life thrives, and people act to conserve nature for its own sake and its ability to fulfil our needs and enrich our lives.

Our Global Team: We achieve this through the dedicated efforts of our 3,800 diverse staff, including more than 600 scientists. We are striving to develop a workforce as diverse as the places where we work, and we have a deep commitment to diversity.

ORGANIZATIONAL HISTORY

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

ABOUT THE ORGANIZATION

Nature Conservancy India Solutions Private Limited (NCIS) is a private limited company incorporated under the Companies Act 2013 and it is a wholly owned Indian subsidiary of The Nature Conservancy. The company currently provides technical consultancy, monitoring & evaluation support and other related services in the domain of conservation and environment

to its various clients. The company under Indian laws can also provide fee-based service to clients (development organisations, Corporates and Govt. Agencies) within and outside of India. The company has all the required registrations under the relevant laws to provide such fee-based services in India.

YOUR POSITION WITH NCIS

The Nature Conservancy has initiated a project titled “Catalyzing Collective Action for Water Security in Maharashtra” under which it is proposed to establish Ghod River Water Fund to showcase a pragmatic, long-term solution that improves lives, provides water security and thus enabling prosperity of the local communities. The water fund is a governance and finance mechanism that improves water security through collective action, allowing downstream water users to invest collectively in upstream water and land conservation. Water funds help to manage the significant complexities associated with water risk and nature-based source water protection and have the potential to bring widespread water security and economic benefits to India’s burgeoning cities and rural communities.

The Ghod River Water Fund Lead oversees all aspects of the Ghod River Water Fund, a pilot water fund for India. They are responsible for all operational oversight regarding institutional development, budgeting, resource mobilization, grants management, community and stakeholder engagement and staff coordination. They provide strategic leadership and support for the Conservancy’s conservation planning work and establishes overall conservation priorities for the Ghod River Water Fund. This position reports to the Managing Director, India and will work closely with the Global Resilient Watersheds team.

ESSENTIAL FUNCTIONS

The Ghod River Water Fund Lead develops and implements a business plan for the Water Fund and serves as the principal contact to government agencies, corporates, other conservation organizations, foundations and the academic community to implement the Ghod River Water Fund. They will play a leading role in donor identification, cultivation and stewardship for the program. The Ghod River Water Fund Lead disseminates best practices, provides training and analyses to best implement organizational measures of success, and develop key partnerships with public & private organizations in order to identify and resolve technical issues and to widely communicate solutions, innovative scientific methods, analysis, tools and frameworks to address the natural system needs. They establish the Conservancy as a major conservation partner within the area of responsibility, define conservation priorities in the area of responsibility, lead and manage team(s) which supports and improves conservation efforts, and builds strategic, scientific, and technical capacity in the field. They engage local community support for local conservation efforts, negotiate complex and innovative solutions with government agencies and landowners to conserve and protect natural resources, and develop and implement conservation strategies, while safeguarding the interests of local communities

RESPONSIBILITIES & SCOPE

- Develop and implement the Ghod River Water Fund’s business plan, ensuring that it realistically meets the needs of stakeholders in the region.
- Lead all outreach to public and private institutional partners to engage and support the Water Fund.
- Design and execute fundraising strategies, ensuring targets are met.
- Recruit stakeholders to serve on an interim Advisory Board/Steering Committee, which will oversee the preparation of the Ghod River Water Fund strategy and will provide the basis for the subsequent establishment of long-term governance arrangements. Organize and manage meetings.
- Geographic/programmatic size and scope to initially cover the Ghod river basin, but potential to expand to multiple locations depending on demand for water funds and watershed conservation programs across India.
- Recruits, retains and manages high quality and effective multi-disciplinary staff with responsibility for performance management, training and career development.
- Develops long-term strategies and achieves strategic goals and objectives.
- Develop a network of Water Fund champions for various cities and watersheds including representatives from governments, utilities, corporates and civil society, as appropriate.

- Represents the TNC India program in global dialogue regarding Resilient Watersheds, including source water protection, nature-based solutions, Water Funds and related conservation matters.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Makes independent strategic decisions frequently based on analysis, ambiguous information, experience and judgment.
- May require frequent travel domestically and/or internationally.

MINIMUM QUALIFICATIONS

- BA/BS degree and 10 years' experience in conservation practice or equivalent combination of education and experience.
- Outstanding stakeholder management and networking skills, and the ability to communicate and engage to build strong relationships and work through potentially contentious or conflicting issues to gain consensus.
- Proven strong program management skills.
- Experience managing and leading people representing a diverse range of views from a diverse set of organizations.
- Good working knowledge of Local Authority planning processes, water resource management, flood risk or water quality and environmental issues.
- The ability to think strategically whilst maintaining an eye for detail.
- Knowledge of the particular economic and environmental issues and opportunities which exist within the Ghod River basin, and Maharashtra, more broadly.
- Fundraising experience, including identifying donor prospects and donor cultivation.
- Experience directing a major program or project of strategic importance, including management/supervision of multi-disciplinary teams and meeting deadlines.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience influencing, developing and implementing conservation policy and plans at the state or country level.
- Experience with financial management of a large program.
- A strong commitment to own professional development and a desire to grow and learn.
- Proficient in English, Hindi and Marathi.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- Master level degree and 10-12 years' experience in water conservation practice or equivalent combination of education and experience.
- Developing practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity information systems and initiatives and experience conceiving and implementing strategic initiatives.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.

ORGANIZATIONAL COMPETENCIES

Builds Relationships	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
Collaboration & Teamwork	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviours, and mindsets to help them maximize their workplace contributions.

**Leverages
Difference**

Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviours to work across differences of identity and power respectfully and effectively with all stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.

**Systems
Leadership**

Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skilfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behaviour may be limiting change.

NCIS 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 people of all genders with 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, colours, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.

HOW TO APPLY:

Visit this link: <https://careers.nature.org/>

To apply to position number 50509, submit resume (required) and cover letter separately using the upload buttons.

All applications must be submitted in the system prior to 11:59 p.m. IST on Date 30-April 2022

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.

The successful applicant must meet the requirements of Nature Conservancy India Solutions' background screening process.