

Terms of Reference (ToR)

Water Fund Associate

Job ID: 50782	Full/Part Time: Full-Time
Location: Pune, Maharashtra, India	Regular/Temporary: Regular

A LITTLE ABOUT US

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive.

We're rooted in our Mission and guided by our Values, which includes a Commitment to Diversity and Respect for People, Communities, and Cultures. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. Whether it's career development, work/life balance, or a rewarding mission, there's lots of reasons to love life #insideTNC. Our goal is to cultivate an inclusive work environment so that all of our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued.

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.

Although you'll see requirements in our postings, we recognize that people come with talent and experiences outside of a job. Passion, innovation, and diversity are all key components to advancing our Mission and we encourage you to apply.

YOUR POSITION WITH TNC

The Nature Conservancy has initiated a project titled "Catalyzing Collective Action for Water Security in Maharashtra" under which it is proposed to establish the Ghod River Water Fund to showcase a pragmatic, long-term solution that provides water security, conserves biodiversity, and enables the prosperity of 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 body of work contributes to the Global Resilient Watersheds strategy, with over 40 watershed investment programs in operation, globally. The position will be based in Pune, Maharashtra, India with significant travel to the Ghod River basin and other domestic and (less frequent) international travel.

ESSENTIAL FUNCTIONS

- Supports the Water Fund Lead and Team to develop the conservation objectives, governance arrangement, and funding strategy.
- Supports the Water Fund MEL Scientist by contributing to the development and management of a monitoring, evaluation, and learning strategy.
- Fosters a network of national and local stakeholders in support of nature-based solutions for water security, biodiversity, and climate goals. Stakeholders may include governments, utilities, corporations, development finance institutions, multi or bi-laterals, communities, and civil society, as appropriate.
- Collates best-practice and learnings from the field to share with the broader strategy and with Global Water Funds Network members.
- Leads the coordination of learning exchanges and visits to the watershed by partners, donors, and collaborators.
- Works with the Lead to manage program and project-level budgets, performing cost-benefit analyses, and making recommendations to allocate funds to high-return priorities.
- Develops technical expertise in one or more areas of developing and executing watershed investment programs.
- Financial responsibility will include working within a budget, purchasing, processing invoices, contracting with vendors, and assisting with budget tracking. Will work closely with the Finance Team.
- Acts independently on assigned tasks.
- Assist the Water Fund Lead and Team in recruiting high-quality and effective multi-disciplinary staff.
- Will implement processes and practices to improve team effectiveness and execute analyses to assist staff in making decisions, solving problems, and improving workflow.
- Takes on administrative, communications, and marketing tasks, as needed, to support the team.
- Requires willingness and ability to travel domestically up to 35%.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances when safe to do so.

MINIMUM QUALIFICATIONS

- Bachelor's degree in Business, Finance, Policy, Resource Management or related field and 3 years of related experience or equivalent combination.
- Experience supporting or co-leading and co-managing complex projects and strategic initiatives in an unstructured environment with a senior level manager within the Conservancy or a comparable organization.
- Analytical and project management experience.
- Experience meeting deadlines.
- Experience developing end products with software such as PowerPoint, Word, Excel, cloud and web-based tools including SharePoint, WebEx/conferencing software, Skype, Google Hangouts, and Dropbox or similar tools.
- Experience negotiating.
- Proficient in English and Hindi.
- Reside in the region/country of the position (this position is not eligible for immigration, visa sponsorship or relocation support).

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated. Proficiency in Marathi a plus.
- Good working knowledge of Local Authority planning processes, water resource management, and how nature-based solutions can be employed to improve water security challenges, reduce adaptation risk to communities, support biodiversity and achieve climate goals.
- Knowledge of the development, environmental and economic challenges and opportunities in the Ghod River basin, and Maharashtra, more broadly.
- Experience with financial management of a large project.

- Experience organizing workshops and trainings for a diverse group of stakeholders.
- Master's degree in water conservation practice with experience in natural resource management, policy, finance, and/or business.
- Self-starter with ability to generate work plans with limited support in line with the overall conservation strategies.
- Experience contributing to business plans or major strategy assessments.
- 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.

ADDITIONAL JOB INFORMATION

The successful candidate for this position will be hired as an employee of Nature Conservancy India Solutions Private Limited (NCIS). 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 organizations, 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.

APPLY NOW

To apply for job ID 50782, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by **10:29 AM IST on 27th January 2022**. Need help applying? Visit our [recruitment page](#) or contact applyhelp@tnc.org

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 people 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.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with *Request for Accommodation in the subject line*.