GIS CO-OP, Nature Conservancy

A LITTLE ABOUT US

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 to 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.

YOUR CO-OP WITH TNC

The Nature Conservancy is involved in a wide variety of projects in Oregon; from informing legislators on potential outcomes of policies to managing the largest portfolio of nature preserves in the state. GIS data and analyses have been important tools in crafting our strategies for more than two decades. The GIS Co-op will be fully incorporated into the Oregon business unit with clearly defined roles and responsibilities. Regular guidance and feedback on all aspects of the professional experience will be given.

The GIS Co-op will work in a team environment to address important conservation issues facing Oregon. Learning outcomes will include exposure to many aspects of conservation planning including development of custom GIS products for TNC staff, involvement in project planning on multi-disciplinary teams, spatial and non-spatial database design and contributing to written reports and documentation. The GIS Co-op will also be expected to craft and deliver a presentation on a project they worked on during their employment. Learning opportunities beyond the typical work duties, such as spending occasional days in the field or helping other teams with non-GIS tasks, will also be provided.

ESSENTIAL FUNCTIONS

The Oregon chapter of The Nature Conservancy makes extensive use of Geographic Information Systems as a platform for conservation planning, communications and scientific analysis. Our work is oriented around teams which each focus on a specific habitat type including a forest team, a marine/estuaries team, a freshwater team and a deserts team. Climate change mitigation and adaptation are overarching goals across all our projects. The GIS Co-op will assist these teams by creating, editing and documenting spatial data, editing non-spatial databases and performing analyses under the supervision of senior GIS analysts. Potential projects include:

- Updates to Oregon's Groundwater Dependent Ecosystem Atlas;
- Developing data to support spatial action mapping across the state;
- Assisting the GIS group with design and build out of automated tools to rank potential land protection projects against biodiversity, socio-economic and ecosystem services data;
- Analyses to support our upcoming 5-year strategic plan.

RESPONSIBILITIES & SCOPE

- Help draft (and agree to) a 'Workplan agreement' that lays out the specifics of the working arrangement and goals of the Co-op.
- Agree on project deliverables and timelines.
- Engage constructively in team meetings and strive for excellence in all deliverables.
- Work collaboratively with TNC GIS analysts to provide spatial information and other data products to planning teams.
MINIMUM QUALIFICATIONS

· High school diploma, GED or equivalent. Enrolled in an undergraduate or graduate program of Biology, Environmental Studies, Hydrogeology, Geology, Geography, Computer Science or related field with significant coursework in GIS.
· Experience with basic computer software including Microsoft Windows.
· Proficiency with ESRI GIS software.

DESIRED QUALIFICATIONS

· Multi-lingual skills and multi-cultural or cross-cultural experience appreciated.
· Python or R scripting abilities.
· Ability to follow instructions from colleagues/coworkers/team members.
· Ability to work in a team environment.

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, behaviors, 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 behaviors 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: skillfully 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 behavior may be limiting change.