



Conservation Trust for North Carolina (CTNC) seeks candidates for the 1-year contract position of Program Impact Field Manager. Applications will be accepted and reviewed on a rolling basis until November 1, 2023 or until the position is filled.

Position Title: Program Impact Field Manager

Starting Salary: \$41,000-\$45,000 - this position is dependent on funding by a federal AmeriCorps grant and additional grants

Position Location: Hybrid-Remote within driving distance of Raleigh or Hendersonville.

Anticipated Position Date: December 2023 – December 2024

Reporting Relationship: The Field Manager reports to the Climate Strategies Officer of Conservation Trust for North Carolina.

The Organization: Conservation Trust for North Carolina (CTNC) seeks to conserve land in ways that inspire and enable people to build resilient, just communities. CTNC defines a resilient community as one where people are meaningfully engaged and empowered, where leadership is responsive to community needs as defined by its residents, and where its people are able to respond to climate-related disasters by rebuilding or adapting in ways that make them stronger and more prepared for future challenges.

To deliver on its mission, CTNC operates the Resilience Service Network, a collaboration among three (3) AmeriCorps programs committed to placing Climate Action Corps members throughout the state of North Carolina. Conserving Carolina, Conservation Corps NC, and Conservation Trust for NC work in collaboration via their respective AmeriCorps programs to build capacity through service in ways that address issues of climate change in socially-vulnerable communities. Through the Resilience Service Network, AmeriCorps members seek to address the priorities of local communities by designing and implementing projects related to flood, fire, urban greening, and food insecurity.

The Position:

The Resilience Service Network, with support by the Field Manager, will seek to develop a national leading program using guiding principles of national service to support community-level response to climate resilience through the lenses of equity and conservation science.

The Impact Field Manager will work alongside the Resilience Service Network team led by Climate Strategies Officer at CTNC, in coordination with the Program Directors at Project Conserve, Conservation Corps NC, and Resilience Corps NC. By working alongside the CTNC's Climate Strategies Officer, AmeriCorps Program Directors with Project Conserve, Conservation Corps NC, and Resilience Corps NC, this person will effectively carry out all duties to see a successful Climate Action Corps cohort.

The ideal candidate will be enthusiastic about the future of AmeriCorps national service, highly skilled at multitasking and project management, excited by collaboration and strategizing, and committed to carrying out the mission of the Resilience Service Network and its programs.

CTNC's Commitment to Diversity and Inclusion in the Workplace, and Race Equity Practice: Conservation Trust for North Carolina values diversity in all its many forms: diversity of demographic identity, experience, and thought. We seek to create an inclusive work culture where all staff and board members are valued for the diversity they bring to the organization.

We are committed to conserving land in ways that inspire and enable people to build resilient, just communities. We commit to using our institutional power and influence to push for systemic change where all people – regardless of race – share in the benefits of land conservation. At the personal level, we call upon all staff and board members to commit to ongoing learning about racial oppression and ongoing efforts to realize racial equity in conservation. To do this, we're

committed to our own process of transformation and holding ourselves accountable to leading with values instead of outcomes. We measure our success by how well we live up to our values and how much we change the future through applying those values to conservation actions.

Position Responsibilities

NC Climate Action Corps Project Management 45%

- Support development of trackable climate resilience projects, evaluation measurements, and resilience goal achievement for each partner site and member
- Measure and monitor the work and impact of the members through the execution of timelines, benchmarks, procedures, processes, and data collection to continuously build stronger and more comprehensive capacity building processes
- Integrate racial equity and social justice principles into data collection and evaluation processes

Member management 45%

- Develop procedures for assisting members in achieving climate resilient capacity goals for host sites, through mentoring and guiding on best practices, applicable processes, and community development tactics.
- Support members in achieving professional goals for leveraging AmeriCorps experience into career pathway.
- Continuously work with members on AmeriCorps history, prohibited activities, and current performance measures
- Reinforce climate strategies and goals throughout the decision-making process for members in their service placements.
- Use data driven analysis to support members in decisions around supporting the most at-risk communities to climate change.
- Develop timely reporting practices for members and sites to communicate to program leadership

Communications and Outreach 10%

- Assist in developing story-driven content to raise awareness of the Climate Action Corps, , and build bridges into new underserved communities for CAC Programs to partner with the AmeriCorps Program Directors.

Qualifications

Required:

- Ability to be forward thinking, strategize on short-term program success
- Program/project management experience
- Developed understanding of systemic social inequities, with demonstrated ability to use that knowledge to inform programmatic decisions
- Good verbal and written communication skills
- Highly organized and skilled at multitasking
- Demonstrated conflict resolution skills
- Experience managing individuals in a new career path
- Ability to work and communicate with diverse audiences
- Ability to make independent decisions and, conversely, to know when to seek guidance from CTNC leadership
- Demonstrated commitment to conservation, resilience, and/or community-based solutions
- Willingness and ability to travel (within North Carolina, 1-3 times per quarter)

Preferred but not required:

- AmeriCorps member management experience is a plus
- Background in environmental/conservation sector is a plus

Essential Needs

- Equipment/Software:
 - Must have access to reliable internet/Wi-Fi
 - Proficient in remote work platforms like Zoom, Teams, etc.
- Physical Demands:
 - Must be able to sit/stand at a computer and type for long periods of time
 - Must be able to drive a vehicle and navigate unpaved terrain occasionally during site visits
- Transportation:
 - Rental car will be provided for travel when requested, but candidates must provide their own transportation to/from local host sites within a one hour driving distance and offices in Raleigh or Hendersonville.

Benefits: In addition to salary, CTNC offers benefits that are in line with best practices of its peer group: employees are eligible for a 403(b) retirement plan, long-term disability insurance, access to 24/7 employee mental health assistance, and group health insurance and health savings account. CTNC currently offers 12 paid holidays, two paid religious observance or service days, vacation, bereavement, sick, family, and medical leave. CTNC is a Certified Family Friendly NC Employer.

Beyond standard benefits, CTNC funds employees' participations in anti-racism training and learning as well as other individual professional development opportunities.

To Apply: CTNC is committed to cultivating a workplace in which diverse perspectives and experiences are welcomed and respected and values diversity of all kinds in its workforce. We are proud to be an Equal Opportunity Employer. CTNC prohibits any discrimination in carrying out its mission on the basis of race, color, religion, sex, age, national or ethnic origin, disability, marital or veteran status, sexual orientation, gender expression, or membership in any other legally protected class. This includes all programs, projects, events, and any other related activity sponsored by CTNC. We strongly encourage individuals with diverse backgrounds to apply.

Please submit a cover letter and resume to nick@ctnc.org with subject line Impact Field Manager. Applications will be considered as they are received and accepted until the position is filled. You are encouraged to apply promptly.