

## Matador Ranch Manager (Conservation Practitioner V)

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. 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. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

### What We Can Achieve Together:

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The Matador Ranch Manager (Manager) in Montana directs Matador Ranch preserve operations, including the Matador Grassbank, ecological land management, and maintenance on the Matador Ranch. The Manager is responsible for the ecological management of the preserve, including developing and implementing yearly grazing management plans to meet habitat goals, restoration of upland and riparian systems, treatment and monitoring of invasive species, and the hunting access program. The Manager oversees all aspects of grazing and haying leases, including creation of leases, management of public land leases, tracking cattle numbers and grazing use, hay harvest, compliance with lease provisions, and billing. The Manager oversees all communications of the Matador Grassbank, including organizing meetings and calls, working with Grassbank Members, and presenting outcomes of the Grassbank to diverse audiences. The Manager coordinates with the Northern Great Plains Land Steward in the collection of Grassbank Member ecological data used for discounts and for management decisions on the Matador Ranch. The manager will oversee and participate in the maintenance and operation of ranch improvements (fences, corrals, livestock water, and irrigation operations), ranch equipment, buildings, and grounds. The Manager will serve as the primary point of contact with the local community for the Matador Ranch and will also participate and support fundraising related activities and other outreach events at the Matador. The Manager will be responsible for budgeting, monitoring expenses, purchasing supplies, and completing administrative duties and will provide supervision or oversight of the Matador Ranch Hand, seasonal staff, volunteers, and contractors. This position requires an enthusiastic, self-starting, people-friendly, team-oriented person eager to perform hard physical work, often under adverse or inclement conditions. This position is based out of Matador Ranch

Preserve, located 35 miles south of Malta, Montana. This is an exempt, full-time permanent position supervised by the Montana Grasslands Conservation Director. This position requires that you live on the Conservancy property known as the Matador Ranch, in the house the Conservancy owns on this property. Because your presence on the property is a condition of your employment, the Conservancy will provide the housing rent free and the value of the housing is not taxable to you.

Responsibilities include:

- Performs tasks with minimal supervision and makes independent decisions based on analysis, experience and context.
- Supervises technical, administrative and professional staff with responsibility for performance management, training and development.
- Ensures program compliance with internal policies and external requirements.
- May work in variable weather conditions with extremes of -30F to 110F, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Financial responsibilities include working within a budget to complete projects, negotiating and contracting with vendors, and assisting with budget development and fundraising targets.
- Networks with diverse groups, including landowners, conservation partners, government officials, donors, board members and the general public to recruit support for the Conservancy and publicize Conservancy programs/preserves.
- Requires long hours in isolated settings.

### We're Looking for You:

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Want to help save the planet making a difference for people and nature every day? Through the efforts of The Nature Conservancy, more than a million acres in Montana have been preserved for people and nature. From the mountains to the grasslands, the Montana Chapter is dedicated to conserving the natural resources that make Montana unique.

Are you looking for work you can believe in? At TNC we strive to embody a philosophy of Work that You Can Believe in where you can feel like you are making a difference every day. This is an exceptional career opportunity for a highly motivated, capable individual interested in joining the world's leading conservation organization!

**To apply for job ID 53012, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM EST on March 24, 2023. Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).**

### What You'll Bring:

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- Bachelor's degree and 5 years' experience in natural resource management or similar field or equivalent combination of education and experience.
- Experience managing staff or volunteers.
- Relationship building experience to work closely with a variety of partners, i.e., media, government officials, internal scientists.
- Experience completing tasks independently with respect to timeline(s).

- Experience with communication via written, spoken and graphical means in English and other relevant languages.
- Experience using common software applications such as Word, Excel, web browsers, etc.
- Experience in training.
- Must have valid driver's license.

#### **DESIRED QUALIFICATIONS**

- Knowledge of land management conservation practice and conservation science, especially as it relates to grassland management.
- Ability to identify plants and animals of the Great Plains.
- Ability to explain conservation practices to technical and non-technical audiences.
- Knowledge of current trends and practices in conservation, land management, and natural resource preservation.
- Experience in the use of GIS highly preferred.

#### **What We Bring:**

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

#### **Our Competencies:**

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<b>BUILDS RELATIONSHIPS</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>COLLABORATION &amp; TEAMWORK</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>COMMUNICATES AUTHENTICALLY</b>	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>DEVELOPS OTHERS</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
<b>DRIVES FOR RESULTS</b>	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
<b>LEVERAGES DIFFERENCE</b>	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 stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
<b>SYSTEMS LEADERSHIP</b>	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.

**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 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, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, 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](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.

***For Internal Reporting:***

Job Title: Conservation Practitioner V  
 Job Family: Conservation  
 Internal Job Code: 450005  
 Salary Grade: 6  
 Status: Salaried  
 PeopleSoft Job ID Number: 53012  
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