

Job Posting

**Job Title: Managing Director**  
**PeopleSoft Job ID Number: 54871**  
**Date: March 2023**

### Who We Are:

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#### **ORGANIZATIONAL OVERVIEW: A PIONEER IN CONSERVATION LEADERSHIP**

This is an exciting time at The Nature Conservancy (TNC) as we are shifting our strategy for greater impact in the world, seeking to address some of the most complex challenges facing people and nature — issues such as climate change, conserving lands, waters, and oceans at unprecedented scale, providing food and water sustainably and helping make cities more resilient and sustainable.

For more details please visit to our website: <https://www.nature.org/en-us/>

#### Organizational History

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Nature Conservancy India Solutions Private Limited (NCIS) is one of the group entities of The Nature Conservancy (TNC). NCIS is a private limited company incorporated under the Companies Act 2013, having its registered office in India in New Delhi, India. The company currently provides technical consultancy, monitoring & evaluation, and other related services in the domain of conservation and environment to its various clients within and outside India. NCIS helps its clients in achieving their environmental and conservation targets by providing science-based solutions and technical support. NCIS has been providing services to its various clients for last three years in India.

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

#### What We Can Achieve Together:

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The Managing Director, India Program provides strategic leadership for and management of the India Business Unit by overseeing the development and execution of conservation, fundraising and operational priorities within the geography. This includes managing a \$20M budget and approximately 40 staff, based both in India and globally. This position will be a key leadership role in our Global Conservation Program which includes 60 countries.

The Managing Director, India is accountable for focusing and implementing TNC's conservation program, producing tangible and lasting conservation results and maintaining a core set of organizational values including support of our global conservation vision. The Managing Director ensures organizational outcomes are achieved in priority areas. They support the alignment of activities by securing, coordinating, and configuring financial resources, human resource capacity, and programs to address the most critical projects, threats and strategies. They serve as the primary spokesperson to internal and external audiences and cultivates them to support and promote TNC's mission and vision in India. The Managing Director represents India to TNC executive leadership, the India Board of Directors, major private donors, NGO Partners and country governments and agencies.

The Managing Director maintains a shared responsibility with global and regional staff for developing and approving budgets, formulating and executing public, private and corporate fundraising strategies, cultivating and soliciting donors (private and public) and meeting fundraising goals. Once an annual budget is formulated and approved, the Managing Director has responsibility for executing the budget for India to advance the plan and goals for India. The Managing Director is responsible for ensuring that TNC in India complies with all country and local government regulations, as well as TNC policies and procedures. They are also responsible for managing an effective and engaged volunteer advisory board.

## We're Looking for You:

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### **Roles and responsibilities:**

- Advances the Conservancy's role as a global conservation leader and acts as internal and external ambassador and advocate for TNC's conservation work in India.
- Works with the Managing Director of Global Conservation, the Regional Managing Directors other regions, Global Managing Directors of Protect, Provide and Climate programs and the Executive Team to integrate and align the India Region conservation priorities with those of the organization.
- Serves as a strong people leader for the team. Ensuring that staff are thriving and supported by our organizational values.
- Works with fellow leaders to formulate, establish, and evaluate policies and/or long-term programs.
- Manage the execution of the work in the four pillars of 1) Regenerative Agriculture, 2) Natural Climate Solutions, 3) Renewable Energy Siting, and 4) Water security.
- Plays a leading role in managing major public agency and elected official relationships.
- Responsible for recruiting and engaging with TNC's volunteer leadership, as well as overseeing a strong fundraising program.
- Accountable for raising public and private funds to meet annual budget needs for the India Program. This includes providing strong cultivation and stewardship, as well as directly soliciting donors and prospects.
- Responsible for overseeing preparation of annual work plans and budgets for the region as well as reporting against annual goals.
- Responsible for recruiting and managing senior leadership positions for and within India and is responsible for the management and development of all staff within the India Program.
- Responsible for the oversight and implementation of large cross-boundary projects, and administrative and compliance issues region-wide. Ensures multiple programs meet organization-wide needs and commitments and are managed for ethical compliance.
- Broad management and leadership responsibility involving participation in the formulation and evaluation of broad policies and/or long-term programs, or making decisions, typically having broad organizational impact.
- Creates and communicates a compelling vision consistent with the Conservancy's core values. Works with key partners to develop and communicate solutions and best practices.
- May negotiate complex, high profile or sensitive agreements and/or commit significant financial resources of the Conservancy.
- Communicates professionally with a wide variety of people of different cultures for the purpose of developing, negotiating and/or implementing programs and projects.
- Prepares and presents project proposals and negotiates with bilateral and and/or multilateral agencies to further programs and projects.
- Willingness and ability to travel routinely throughout India and elsewhere worldwide as required; approximately 40-50% of time.

### **What You'll Bring:**

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#### **MINIMUM QUALIFICATIONS**

- Graduate degree in business, law, natural resource management or other relevant field and 5 years senior level experience in international conservation field, or equivalent combination.
- Experience in leading and managing a large multi-disciplinary team, including managing senior level leaders.
- Experience in evaluating and/or negotiating complex, high profile or sensitive agreements.
- Experience working with the politics, society and environmental community of the geographic Region.
- Experience communicating with and presenting to diverse audiences including donors, board members, employees, outside partners, or equivalent.
- Experience in fundraising, including cultivation of major donors.
- Fluency in English and in a predominant language of the Region if other than English (if required).

## DESIRED QUALIFICATIONS

- PhD or master’s degree and 20 –25 years of experience or equivalent combination.
- Compelling and decisive leader
- Clear communicator and strong public speaker
- Multi-lingual skills and/or multi-cultural experience appreciated.
- Proven experience to engage, motivate, lead, set objectives for a team of professionals.
- Strong network and relationships throughout the region.
- High energy, forward thinking, creative individual with high ethical standards. Outstanding leadership and visionary qualities and able to work effectively with and through others in a large, decentralized, and geographically dispersed organization with matrix reporting lines.
- Ability to distill clear priorities from the vision and mission required to achieve organizational outcomes.
- Demonstrated success as an inspirational leader who has successfully motivated staff to achieve and sustain excellence.
- Experience gained both in and outside India highly desirable. Demonstrated global commitment to conservation.
- Extensive and proven experience including ability to motivate, lead, set objectives and manage the performance of a large multi-disciplinary team. Written and verbal fluency in English and an Indian language required.
- Experience conceiving and implementing strategic and creative initiatives.
- Experience in budget management.
- Experience in partnership development (corporations, community leaders, governments, non-profit organizations, etc.) in multiple countries.
- Experience working with high-level government and conservation contacts.
- Experience of working in highly complex political environments. Change management experience in a fluid internal and external environment.
- Experience in developing and implementing advocacy strategies in highly sensitive political environments.
- Experience working with the politics, society, and environmental community of the region.

## Our Competencies:

<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.

**How to apply:** Visit this link: <https://careers.nature.org/>

To apply for job ID **54871**, submit your materials online by using the Apply Now button at <https://careers.nature.org/> by **11:59 PM IST on 10-Apr-2024**. Need help applying? Visit our recruitment page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

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](mailto:applyhelp@tnc.org).

***The successful applicant must meet the requirements of TNC background screening process.***