

Job Posting



Job Title: Assistant Field Operations Manager, PRANA project

Who We Are:

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.

Our Mission

TNC's 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, TNC works to demonstrate how nature has value for people and development and how nature can provide enormous economic benefit. TNC envisions 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.

The Conservancy Team

We achieve this through the dedicated efforts of our 3,800 diverse staff, including more than 600 scientists, all of whom support conservation in 76 countries and all 50 United States. We are striving to develop a workforce as diverse as the places where we work, and we have a deep commitment to diversity.

Organizational History

TNC is the largest conservation organisation in the world, working in all 50 states in the United States and more than 76 countries. It was incorporated as a non-profit organization in the District of Columbia on October 22, 1951. TNC is science-based and in every place, we work, we partner with governments, businesses, and local communities. TNC is advancing its mission by protecting and restoring rivers, landscapes and oceans for people and their development at an unprecedented scale; it is transforming the way humanity uses the Earth's natural resources to sustain ourselves.

What We Can Achieve Together:

About PRANA PROJECT

TNC has been successful in securing a significant grant from the Bezos Earth Fund for the Promoting Regenerative and No-burn Agriculture (PRANA) Project in India. Nature Conservancy India Solutions Pvt Ltd (NCIS) is providing techno-managerial services for the effective management and implementation of the project. The expected outcomes for the successful delivery of the project over four years are as follows:

- The elimination of burning on 1 million hectares of cropland
- At least 250,000 farmers adopt zero-burn cropping systems.
- At least 6 million tons of CO₂-e mitigation.
- 500 billion liters of water saved from enhanced soil health and better agronomic practices.

Essential Functions:

The PRANA Assistant Field Operations Manager assistants FOM in all aspects of the PRANA project field implementation in Punjab, including science, stewardship, community relations, pilot implementation and scaling-up of successful crop residue

management (CRM) technologies, and implementation of strategies, through active engagement with local farmers and other relevant stakeholders, seeking to ensure the project achieves PRANA's objective to help transition 250,000 farmers into no-burn practices of CRM and reducing the residue burning in Northwest India by 1 million hectares by June 2025, within the specified timeframe and budget

- Assists in coordinating PRANA field operations in Punjab, by building and supervising a team of field staff (including Field Operation Officers/FOOs) and monitoring field activities of the project implementing partners
- Responsible for providing technical support to PRANA Project Director and FOM in the development of annual workplans in support of the above-mentioned project objectives and overall conservation priorities of Punjab
- On point for establishing and maintaining relationships with local stakeholders (including government, private sector, academia, farmer associations, local NGOs and community-based organizations) and supervise the overall project outreach to farmers and other project participants/beneficiaries
- This position ends June 30th, 2025, with the possibility for extension subject to funding and meeting project outcomes
- The location for this position is Punjab with one district as HQ with extensive travel within the state, to New Delhi and/or internationally, even during weekend or at evening. This is a local hire, and no immigration or visa support is offered with this position
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances

We're Looking for You:

Roles and responsibilities:

1. Field team management

- Supervise PRANA field staff at remote locations and be responsible for field team engagement, alignment with PRANA strategy and implementation plans, and staff development and retention
- Provide guidance and technical, agricultural advice to Assistant Field Operations Officers for them to solve on-ground concerns
- Periodically review performance of Assistant Field Operations Officers and address their grievances

2. Supporting field implementation

- Support FOM and Project Director in managing field program operations and scaling strategies through technical, program and operational support, i.e., leading, supervising, and providing guidance to a local team and building strategic, scientific, and technical capacity in the field
- **Planning**
 - i. Establish and maintain optimal performance standards within budget
 - ii. Proactively share inputs on deliverables and plans suggested by implementation partners
 - iii. Share inputs on design elements from the POV on applicability and effectiveness on ground, e.g., preferred CRM solutions on ground, potentially useful incentives for farmers and SPs/AEs, inputs on communication material and plan, potential watch outs with the Digital Technology rollout plan, etc.
 - iv. Ensure safety during all the field activities by pre-emptively working on a safety and contingency plan
- **Address issues raised by implementation partners**
 - i. Be the face of TNC and PRANA for implementation partners working in Punjab
 - ii. Liaise with Implementation Partners and other contractors/partners for obtaining satisfactory and timely deliverables by addressing any challenges raised by IPs themselves or highlighted by Assistant Field Operations Managers
- **Assist in Facilitating cross-stakeholder interactions**

- i. Act as a bridge between project field implementation, PRANA implementation team managers and other partners, along with any other relevant stakeholders
- ii. Be primarily responsible for outreach and effective information flow between key stakeholders, local communities, farmers and the PRANA team
- iii. Always maintain visibility on interactions between different PRANA partners, and facilitate interactions if any concerns are noticed on the field, e.g., issues between Digital, Communications and field partners (for training of IPs on app, sharing of feedback, upload of farmer data collected offline to the app, lack of availability of communications material etc.)

3. Monitoring effectiveness and changes

- Regularly seek and review relevant field data from FOOs and IPs to monitor field implementation by partners as per KPIs (e.g., progress on local activities, grievances, local organizations associated with PRANA, coordination issues among partners, performance of field resources)
- Analyze and report changes in conditions regarding agricultural practices, use of CRM machinery, new technologies being deployed, ex-situ programs being implemented, and other changes that may affect the project

4. External stakeholder management

- In coordination with the Policy and Partnership Manager, facilitate and build partnerships and relationships across various stakeholder groups in Punjab, including local government agencies, other conservation organizations, foundations, farmer associations, community-based organizations and other local stakeholders – be the face of PRANA and TNC
- Negotiate complex and innovative collaborations and agreements with local government agencies and other local stakeholders
- Provide support for policy advocacy (share ground inputs for development of policy briefs/impact reports, share ground feedback during meetings with Govt. bodies)
- Depending on need, may provide inputs on requests for proposals for grants and contracts

5. Knowledge Management

- Maintain database of the work, including any information, reports, databases, contacts, letters collected at local level by Assistant Field Operations Managers and IPs

6. Interaction with other PRANA managers, e.g.,

- Provide input to the MEL Officer/Manager to ensure quality control and monitor the field implementation of key activities by different partners as per key performance indicators
- Involve PRANA Policy and Partnership Manager for policy guidance and support
- Involve PRANA implementation team members, e.g., Agronomist, for support with farmer/SP outreach and capacity building activities, as and when request is raised by partners
- Work closely with the Project Director, the Policy and Partnerships Manager, and the MEL Manager in identifying and resolving technical, policy and programmatic issues and to create enabling conditions for the project success
- Support PRANA implementation team in ground rollout of efforts, e.g., support Policy and Partnership Manager in rollout of information on Govt. schemes for farmers by sharing inputs on relevant Schemes for farmers and ensuring IPs convey this information to farmers or provide relevant details to PRANA Communications Specialist for media interactions

7. PRANA Governance

- Responsible for assisting in producing periodic operational and project performance reports against the annual work plans, including overall progress made explaining significant variances against expected results, detailed necessary adjustments needed

What You'll Bring:

Minimum Qualifications

- Master's degree in a science-related field (e.g., agronomy/agroecology, environmental sciences, soil science) with 4-5 years of experience in conservation practice or related field or equivalent combination of education and experience.
- Demonstrated understanding of principles and practices of sustainable agriculture, including soil health, climate mitigation, climate adaptation, nutrient management.
- Experience of conducting applied research and analysis.
- Excellent team player with experience of working in multi-disciplinary teams, using interpersonal skills to build strong relationships with conservation teams, internal scientists, corporations, academics, and policy makers.
- Excellent communication skills – written, spoken and graphical.
- Fluency in English, Hindi and command on verbal and written Punjabi is a must

Desired Qualifications

- PhD degree in agriculture, crop science, soil science, natural resource management or related discipline with experience in systems-related research with 4-8 years' experience in conservation practice or equivalent combination of education and experience.
- Knowledge and experience of developing systems for monitoring, reporting, verification and evaluation of impact of agricultural systems on climate, soil health, and environment.
- Knowledge of and experience related to the production, storage, processing, and commercialization of rice, wheat, and other key crops in Punjab.
- Field experience including direct interaction and/or partnering with farmers.
- Expertise in spatial analysis/remote sensing as well as applied statistics/data science.
- Development of agricultural practices guidelines and materials.
- Record of peer-reviewed publications in scientific journals.
- Demonstrated capabilities in project or program management, including ensuring collaboration and coordination of project activities among partners and reporting project results.
- Strong analytical skills.
- Experience in working with a wide range of stakeholders and interest to work in interdisciplinary teams.
- Expertise in management and analytics of big data related to climate services information, including the use of climate forecast information.
- A high level of competency in the design and implementation of field-based experiments.
- Experience in training others.
- Ability to meet deadlines and work successfully in a fast-paced organization.
- **Field operations Skills:**
 - Experience in field operations working closely with farmers, professionals, and partners
 - Experience in partnership development with non-profit partners, community groups and/or government agencies.
 - Experience in negotiation
- **Team skills:**
 - Supervisory experience, including motivating, leading, setting objectives and managing performance

What We Bring:

Nature Conservancy India Solutions Private Limited (NCIS) is a private limited company incorporated under the Companies Act 2013, having its registered office in India in New Delhi, India. It is a wholly owned Indian subsidiary of The Nature Conservancy. 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.

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:

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, address important issues, 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 strengthen their workplace contributions.
DRIVES FOR RESULTS	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.
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 stakeholders. 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.

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

To apply for job ID 53381 submit your materials online by using the Apply Now button at <https://careers.nature.org/> by 11:59 PM IST 30-May-2023 . Need help applying? Visit our [recruitment](#) page or contact 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.

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