

JOB DESCRIPTION

JOB TITLE Policy and Partnership Manager



A LITTLE ABOUT US

Founded in 1951, The Nature Conservancy (TNC) is a global conservation organization. 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 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 70 countries, and 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.

Our Mission: Our 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, we work to demonstrate how nature has value for people and development and how nature can provide enormous economic benefit. We envision 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.

Our Global Team: We achieve this through the dedicated efforts of our 3,800 diverse staff, including more than 600 scientists. 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

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 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.

ABOUT THE ORGANIZATION

Nature Conservancy India Solutions Private Limited (NCIS) is a private limited company incorporated under the Companies Act 2013 and It is a wholly owned Indian subsidiary of The Nature Conservancy. The company currently provides technical consultancy, monitoring & evaluation support and other related services in the domain of conservation and environment to its various clients. The company under Indian laws can also provide fee-based service to clients (development

organisations, Corporates and Govt. Agencies) within and outside of India. The company has all the required registrations under the relevant laws to provide such fee-based services in India.

YOUR POSITION WITH NCIS

The Policy and Partnerships Manager - PRANA is responsible for outreach and engagement with government, bilateral and multilateral agencies, corporate entities and other institutions and stakeholders of national relevance in Punjab. This role will require tracking, interpreting, evaluating, formulating, and actioning state, national and international policy matters and dialogue of relevance to TNC's PRANA Project and other crop residue management initiatives for India.

This role will;

- (1) Support policy engagement and related work across our crop residue initiative and effectively connect PRANA work and strategies on-the-ground with key policy makers and other stakeholders who can help support our conservation outcomes at scale,
- (2) Engage bilateral and multilateral institutions to support TNC-India's work and leverage funding.
- (3) They will also be responsible for initiating and managing collaborative partnerships to help scale PRANA's objectives
- (4) Launch and coordinating working groups in coordination with the Program Director to address key knowledge gaps for the most pressing challenges.

This position is a 3-year funded position with the possibility for renewal subject to funding. The position is based in Punjab and reports to the PRANA Project Director.

ESSENTIAL FUNCTIONS

The Policy and Partnerships Manager-PRANA will be a key member of our PRANA project and other regenerative agriculture initiatives in India. The Policy and Partnerships Manager furthers the work of TNC and it's partners by advancing TNC's PRANA objectives with the government of India and other key institutions/stakeholders. They work closely with other stakeholders including various implementing partners to form or strengthen relationships with governments in Punjab, as well as with the relevant central government ministries. They support engagement and funding opportunities with bilateral and multilateral institutions. They will track, interpret, evaluate, formulate and recommend actions and response to national and state government policies and in the international arena in areas relevant to PRANA and other TNC regenerative agriculture strategies.

The Policy and Partnership Manager for PRANA identifies conservation policy and funding opportunities, evaluates the potential for strategic partnerships, and develops and implements strategies to inform corporate practice, public policy, and public funding for conservation at a large scale, national and/or global level. They will liaise with counterparts within the organization to provide and extract useful lessons and experience and to coordinate on joint policy/practice approaches.

The Policy and Partnership Manager for PRANA will work in collaboration with the PRANA Project Director to ensure our initiatives are aligned with government priorities and stakeholder needs and are responsive to the ground conditions to achieve required scale and success.

Internally, the Policy and Partnership Manager for PRANA will also develop and implement a bilateral/multilateral partner leverage strategy to help raise funds that enables achievement of our objectives of the PRANA project and potentially long-term residue management projects. They will provide specialized guidance in forming, maintaining, developing, and leveraging relationships and help to raise funds for this specific project and beyond, including by conceptualizing and leading proposals, negotiating with bilateral and multilateral agencies, and cultivating other donors, as needed. This will include developing strategies, proposals, and coordinating with other TNC programs around the globe.

This position will contribute significantly to the management of PRANA including launching and coordinating working groups in coordination with Program Director to address key knowledge gaps for the most pressing challenges. They Policy and

Partnerships Manager will also be responsible for building relationships with research institutions, governments, civil society, industry, and nongovernmental organizations aligned with the goals of Crop residue Management. They will manage these relationships, help to shape strategies, and project, and ensure work is delivered on time and with the highest quality results.

RESPONSIBILITIES & SCOPE

- Interacts directly with governments, multilateral agencies, and/or businesses focusing on policy, practice, and funding initiatives that provide conservation opportunities and/or impact our conservation programs under our PRANA initiative.
- Designs and executes a government engagement strategy on PRANA.
- Manages relations with government officials and agencies to maintain and strengthen policy support for PRANA.
- Designs and implements research assessments to inform TNC – India’s policy work in this domain.
- Designs and manages project activities that are likely to include one-on-one and small group meetings with policy makers, research studies, writing of discussion briefs and memos, developing, and managing technical assistance packages for government agencies, and tracking relevant policy developments, among others.
- Design and execute TNC – India’s partnership’s strategy on PRANA to build collaborations with corporate entities, NGOs, research institutions, subject experts, and practitioners.
- Develops terms of reference for partnerships/coalitions, finalize MOUs, develop and manage activities progressed under these partnerships in collaboration with the project Lead, and drive partnerships to deliver desired outcomes.
- Designs and execute a long-term fund-raising strategy designed to secure funding from bilateral and multilateral funding agencies.
- Track, interpret, evaluate, formulate and recommends actions on policy, financial, judicial, and other developments at the state, national and international arena in areas of relevance to TNC – India’s PRANA initiative.
- Regularly brief senior management, PRANA team colleagues, development, and communications teams on recent developments.
- Along with the Project Director, ensure PRANA/TNC - India and its work is appropriately represented all relevant public forums.
- Prepares and presents project proposals and negotiates with federal, bilateral, and multilateral agencies and/or the business and corporate sector, to achieve program goals.
- Develops constructive and effective working relationships inside and outside the Conservancy.
- Advance strategic decisions based on analysis, experience, and judgment.
- Work effectively with team members to incorporate policy objectives in support of our conservation objectives and to ensure clarity on related deliverables and project goals internally and externally.
- Support program team to ensure that program meets all contractual and legal regulations and standards as related to policy engagements.
- Positions TNC – India as relevant in supporting government plans.
- May require frequent domestic travel and periodic international travel.

MINIMUM QUALIFICATIONS

- Bachelor’s degree in political science, environmental policy, business or related field and 5 years of senior management level experience in government relations, corporate sector, or equivalent combination of education/experience.
- Supervisory experience.
- Fluency in English and Hindi.
- Experience in a corporate environment with business development, government relations, corporate social responsibility, or corporate sustainability will be viewed favorably.
- Direct experience working with relevant partners and government agencies.
- Demonstrated ability to successfully develop and implement complex projects in an unstructured environment and coordinate the work of other professionals inside and outside an organization.
- Proven experience in strategy development and implementation.

- Demonstrated relationship building skills.
- Experience negotiating complex high profile or sensitive agreements.

DESIRED QUALIFICATIONS

- Master’s degree and at least 8+ years of related work experience.
- Working knowledge of current government policies and trends in relevant discipline.
- Demonstrated experience working for, or with, multilateral and bilateral institutions and mobilizing funding support.
- Fluency in Punjabi language will be an added advantage.
- Experience presenting to and communicating with management-level individuals within the corporate sector.
- Excellent team player with experience working in multi-disciplinary groups, using influence and interpersonal skills, listening, diplomacy and tact to build strong relationships with governments, corporations, partners, donors, volunteers, and all levels of staff.
- Experience conceiving and implementing strategic initiatives.
- Independent and self-motivated with the ability to participate effectively in a remote team environment.
- Ability to make sound decisions based on analysis, consultation with others, experience, and judgment.
- Experience communicating complex processes and ideas effectively to a variety of audiences within and outside an organization.

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, behaviours, and mindsets to help them maximize 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 behaviours 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: skilfully 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 behaviour may be limiting change.

NCIS 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 all genders with 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, colours, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.

HOW TO APPLY:

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

To apply to position number 51223, submit resume (required) and cover letter separately using the upload buttons.

All applications must be submitted in the system prior to 11:59 p.m. IST on Date 20-April 2022

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 Nature Conservancy India Solutions’ background screening process.