

JOB DESCRIPTION

JOB TITLE

PRANA Field Operations Officer (6 positions spread over different districts of Punjab)



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.

ABOUT THE ORGANIZATION

Nature Conservancy India Solutions Private Limited (NCIS) is a private limited company incorporated under the Companies Act 2013, having its registered office in India at 37, Second Floor, Link Road, Lajpat Nagar – III, New Delhi – 110024, 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. The company under Indian laws can also provide fee-based services to clients (development organisations, Corporates and Govt. Agencies) within and outside India. The company has all the required registrations under the relevant laws to provide such fee-based services in India.

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:

- At least 6 million tonnes of CO₂-e mitigation through the elimination of burning on 1 million hectares of cropland.

- At least 250,000 farmers adopt zero-burn cropping systems.
- 500 billion litres of water saved from enhanced soil health and better agronomic practices.
- A pilot financial instrument that incentivizes farmers to adopt no-burn practices to reduce greenhouse gas emissions.

YOUR POSITION WITH TNC

Working under the overall guidance and supervision of the PRANA Field Operations Manager, The PRANA Field Operations officer will oversee all aspects of the PRANA project field implementation in Punjab. The role will be including science, stewardship and community relations, pilot implementations and scaling-up of successful technologies and 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 crop residue management (CRM) and reducing the residue burning in Northwest India by 1 million hectares by June 2025, within the specified timeframe and budget.

The PRANA Field Operations Officer is responsible for coordinating the PRANA field operations in Punjab, by supervising a team of field staff and monitoring field activities of the project-implementing partners. They provide technical support to the PRANA Project Director in the development of annual work plans in support of the above-mentioned project objectives and overall conservation priorities of Punjab. They establish and maintain 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 is a 4-year funded position, with the possibility for extension subject to funding and meeting project outcomes. The location for this position is Punjab with extensive travel within the state and to New Delhi. This is a local hire, and no immigration or visa support offered with this position.

ESSENTIAL FUNCTIONS

The PRANA Field Operations Officer is accountable for the proper implementation and effectiveness of the project activities implemented in Punjab. They provide and are responsible for technical, program and operational support to PRANA field operations. They lead, supervise, and provide guidance to a local team in support of the PRANA field operations, conservation efforts, and builds strategic, scientific, and technical capacity in the field. They serve as the PRANA liaison to local Punjab-based stakeholders, including local government agencies, other conservation organizations, foundations, farmer associations, community-based organizations and other local stakeholders. In coordination with the Policy and Partnerships Manager, they facilitate and build partnerships and relationships across various stakeholder groups in Punjab in support of PRANA and TNC. They work closely with the Field operations Manager, 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. They identify and share innovations in Crop Residue Management (CRM) solutions and best practices enhancements that better address the project objectives and include the natural system needs and community support for conservation. They negotiate complex and innovative collaborations and agreements with local government agencies and other local stakeholders. They establish TNC as a major conservation partner with farmers and communities, specifically within Punjab.

RESPONSIBILITIES & SCOPE

- Works with the PRANA Field Operations Manager and the PRANA field team for adaptively managing field operations while developing field and scaling strategies to complement the existing strategy. Responsible for elevating challenges and creating enabling conditions for opportunities to implement work in the field including the coordination of field operations with key partners.
- Serves as key member of the PRANA team who bridges project field implementation with the Project team and other organizational staff in New Delhi.

- Builds, facilitates and manages partnerships and relationships across PRANA project stakeholders in Punjab, while scoping and identify new partnerships and potential additional projects related to the overall zero-burn crop and other PRANA project strategies. Works in close partnership with the Policy and Partnership manager to identify and manage local government relationships.
- Supervises PRANA field staff at remote locations and responsible for field team engagement, the alignment of their activities with the PRANA project strategy and annual work plans, and staff development and retention.
- Liaisons with the field implementation partners and provides guidance to their field teams where applicable.
- Ensures quality control and monitors the field implementation of key activities by different partners as per key performance indicators.
- Responsible for outreach and effective information flow between key stakeholders, local communities, farmers and the PRANA team.
- Responsible for producing periodic operational and project performance reports against the annual workplans, including progress made, explain significant variances against expected results, detail necessary adjustments needed.
- Responsible for analyzing and reporting the 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.
- Establishes and maintains optimal performance standards within budget.
- Provides input to the MEL Manager to ensure quality control and monitor the field implementation of key activities by different partners as per key performance indicators.
- Builds and maintains a robust network of contacts in the government and other organizations at the local level that are relevant to the implementation of PRANA activities.
- As needed, supports the PRANA Project Director and other programmatic leads, and responsible for field program operations, including liaising with the contractors for obtaining satisfactory and timely deliverables.
- Frequently makes independent decisions based on analysis, ambiguous information and context.
- May provide inputs on requests for proposal (RFPs) for grants and contracts.
- Frequent local travel, required to work some evening and weekend hours.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 5 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies.
- Experience negotiating.
- Person should be able to read, write and speak Punjabi.

DESIRED QUALIFICATIONS

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- Masters/Ph.D. with 5 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Demonstrated experience to apply science to decision-making and guide activities.
- Demonstrated experience influencing, developing and implementing conservation policy and plans.

- Knowledge of current trends and practices in relevant discipline(s) and regions.
- Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity information systems and initiatives or related field.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.
- Fundraising experience, including identifying donor prospects and donor cultivation is a plus.
- Person should be able to read, write and speak Punjabi.

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, behaviors, 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 behaviors 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: 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.

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 **51357**, 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 11-May-22.**

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.