

## POSITION ANNOUNCEMENT

### SENIOR ASSOCIATE, WILDLIFE & LAND PRACTICE

#### ENVIRONMENTAL INCENTIVES

Environmental Incentives' mission is to enhance the natural systems that sustain resilient and healthy communities. We design performance-driven approaches to conservation that empower public and private sector leaders to multiply their impact. We are environmental thought leaders pioneering a new wave of conservation, helping people get the most from their investments in the environment. Since our establishment in 2004, we have become a leading advisor on natural resource programs and policies across the country and internationally. Environmental Incentives is a small but growing company with three offices across the US.

- **Western Office** (headquarters) - South Lake Tahoe, CA
- **Mountain Office** - Denver, CO
- **Eastern Office** - Washington, DC
- **San Francisco Bay Area** (satellite office) – Sausalito, CA

#### OPPORTUNITY

Environmental Incentives is seeking to hire a Senior Associate to join the **Wildlife & Land Practice** at our headquarters in South Lake Tahoe, CA or at our Denver, CO office; starting immediately. The position is full-time and requires travel for short periods at least monthly.

Our Wildlife & Land Practice designs mitigation and conservation funding programs for public and private sector clients that produce exceptional outcomes by using performance-driven approaches and focusing on stakeholder and species/ecosystem needs. Senior Associates are the front-line project leads; they serve as project managers, manage client relationships and create high-quality products with staff support. In addition, Senior Associates leverage their extensive experience and network to develop new business and contribute creative ideas to enhance the company services. Specifically, Sr. Associates have the opportunity to:

- **Direct projects.** Lead project teams of staff and project partners from program exploration and design through pilot and implementation support.
- **Leverage and mentor staff.** Manage project teams and leverage other staff time in order to increase contributions to projects. Provide important professional development to driven early career staff.
- **Interact with and empower clients.** Be the primary point of contact between clients and project teams, and empower and create value for clients with minimal oversight from senior management.
- **Develop and quality assure products.** Define products that are insightful and effectively fulfill client needs. Ability to produce a product from start to finish. Maintain openness to changing the products via input from senior management or other staff. Require limited to no quality assurance review on products produced.
- **Manage stakeholder relationships.** Convene and facilitate stakeholder groups in order to gain valuable insight related to projects and execute change management. Present products and ideas in a clear and structured manner. Be able to identify problematic stakeholder situations and create solutions and strategies to resolve the situations.

- **Contribute to company culture and operations.** Be fully engaged in company strategy and culture. Contribute insights and new ideas that improve our company, and develop early career staff.
- **Develop new business and partnerships.** Create opportunities to provide additional value to existing clients through new contracts, and create new opportunities to enhance conservation outcomes through identification and development of new clients and partners.
- **Lead the field.** Work alongside recognized and established environmental thought leaders who are reshaping the way conservation is being done.

## QUALIFICATIONS

Environmental Incentives seeks talented, creative, and inspired professionals who can provide technical skills, extensive experience, and leadership in a growing practice while being flexible enough to fit into a strong company culture.

### MINIMUM QUALIFICATIONS

A narrow set of specific qualifications are essential for consideration in the open positions. These qualifications are considered the minimum necessary and we expect successful candidates will bring more than the minimum listed.

- 5 years of professional experience in the natural resources field.
- Experience with design or implementation of compensatory mitigation and/or conservation funding programs.
- Ability to live in South Lake Tahoe, CA or Denver, CO, or potential work remotely after initial training period in South Lake Tahoe, CA or the S.F. Bay Area.

### PREFERRED SKILLS & EXPERIENCE

- Graduate degree in natural resource management, policy, business or economics.
- Experience managing project teams.
- Conservation project and program-level cost and finance analyses.
- Conservation finance, performance contracts, public-private partnerships, and impact investing.
- Facilitation training and experience facilitating large stakeholder groups to successful outcomes.
- Experience presenting in public meetings to governing boards.
- Extensive network of natural resource agency and/or mitigation buyer relationships.
- Structuring and delivering offsite mitigation deals.
- Success with new business development in the natural resources field.
- Adaptive management, knowledge management and learning program design.
- Perspective on designing and streamlining administrative processes.
- Development of quantitative tools for assessing changes in habitat or ecosystem function.
- Economic and regulatory incentive design.

### NECESSARY CHARACTERISTICS

- Alignment with Environmental Incentives' core principles and culture.
- Ability to synthesize complex information.
- Clear, effective, and organized verbal and written communication.
- Strong work ethic.
- Ability to create new and innovative ideas.
- Ability to listen to, respect and understand others.
- Ability to empower conservation leaders and make change.

- Desire and ability to work collaboratively with others.
- Commitment to ongoing professional development and desire to improve skills.
- Ability to constructively receive and give critical feedback.
- Ability to lead multiple client engagements in different contexts simultaneously.

## COMPENSATION

The starting annual salary range for this position is \$85,000 - \$125,000, depending on experience, qualifications and location. Environmental Incentives also offers a competitive benefits package that includes generous annual leave, holiday and sick time, retirement plan options, comp time, professional development opportunities and health coverage.

## HOW TO APPLY

To apply, please send a cover letter and resume to [hr@enviroincentives.com](mailto:hr@enviroincentives.com) with 'Senior Wildlife & Land Associate' in the email subject line. Candidates will be reviewed as applications are received and the position will be filled as soon as the appropriate candidate is identified.

### **What happens next?**

While resumes and cover letters allow us to screen for certain characteristics, they don't always let us know who you are and the particular qualities and skills you possess. Therefore after you apply, if we think you align with Environmental Incentives principles we will ask you to complete writing and spreadsheet exercises to allow you to better showcase your clarity of thought, verbal and written communication, and ability to create new and innovative ideas. Then we will welcome qualified candidates to interview with the Environmental Incentives team.

### **Environmental Incentives is an Equal Opportunity Employer**

We are committed to developing an inclusive work environment where diversity of thought, style, culture and skill and is valued in support of individual performance and potential, as well as our business goals and mission.