

Job Posting # 56299



## Prescribed Fire Manager

**Location: Central Washington State (Cle Elum, Ellensburg, Wenatchee, Yakima)**

### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We are the world's leading environmental non-profit organization that conducts controlled burns and works on other fire-related issues, such as training people from all walks of life to safely use fire, and helping communities better prepare for wildfires. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

### What We Can Achieve Together:

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The Prescribed Fire Manager is a lead staff member within the Washington Chapter's Ecological Fire Program, designed to build wildfire resilience in frontline communities of Central and Eastern Washington. This program is aimed at addressing the wildfire crisis by accelerating the use of ecological fire through development and implementation of community-based cooperative burning programs with indigenous partners and with communities at the highest risk of wildfire impacts. This position will work to increase political social license, funding, workforce capacity and on the ground implementation of beneficial fire to improve community resilience and engage frontline communities in creating local and equitable solutions to wildfire issues. They support the Washington business unit for fire management activities related to prescribed fires, wildfires, fire training and fire qualifications (See TNC's Fire Management Manual). With prescribed burn qualifications including National Wildfire Coordinating Group (NWCG) Prescribed Fire Manager (RXMG) and Prescribed Fire Burn Boss Type 2 (RXB2), the position writes, reviews and approves fire management plans, prescribed burn plans, and contractor qualifications. The Prescribed Fire Manager mentors, supports, evaluates, certifies, and designates burn bosses. They provide Ignition Authorizations for Conservancy prescribed burns. They ensure

Conservancy fire management requirements and guidelines are met or exceeded and keep senior leadership in their area informed of fire program activities, needs, risks and accomplishments. The Prescribed Fire Manager modifies or exempts specific fire management guidelines as defined in the Fire Management Manual, with written justification.

The Prescribed Fire Manager supports prescribed fire workforce development and implements prescribed burns to increase community wildfire resilience. They ensure that fire personnel qualification records are annually collected and maintained in the IQCS database. They ensure timely notifications are made for all reportable fire incidents and annual reporting of the program's fire management activities. They review proposed contracts and agreements related to fire management activities and provide comments to TNC legal counsel. The Prescribed Fire Manager oversees internal reviews and designs and implements fire safety standards specific to the programs overseen, provided that those standards meet or exceed organizational standards, and may suspend fire management program operations if there is clear evidence of safety violations, serious risk of potential safety violations, or non-compliance with Conservancy SOPs, requirements, or guidelines.

As part of the incumbent's ongoing professional development, they will keep abreast of internal and external developments in the field of wildland fire management to maintain excellence in their program. Additionally, they shall build strong partnerships with public and private partners to further the goals of the Conservancy in their area of responsibility, including delivery of or assisting with fire management training at local, regional, and national levels.

### We're Looking for You:

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Passionate about fire management and conservation? Join us as a Prescribed Fire Manager! You'll help build Washington's prescribed fire workforce and implement prescribed burns to increase community wildfire resilience. With certifications like NWCG RXMG and RXB2, you'll mentor burn bosses and keep our leadership informed. Stay ahead with industry updates and help us advance conservation goals. Ready to ignite change? Come join TNC and apply today!

### What You'll Bring:

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- Bachelor's degree and at least 4 years' experience in fire management or natural resource management or similar field or equivalent combination of education and experience.
- Must meet NWCG qualifications for RXB2 (Prescribed Fire Burn Boss Type 2), including coursework and experience requirements. See the [TNC's Fire Management Manual](#) for a full explanation of qualification requirements.
- Experience in developing strategies.
- Experience and commitment to work with communities using empathetic listening to build and maintain the public acceptance and support needed to regularly use prescribed fire as a land management tool.
- Experience in reviewing prescribed burn unit plans and site fire management plans.
- Experience in training and curriculum design.
- Supervisory experience.
- Experience leading effectively in stressful situations.
- Experience using applications such as Microsoft Word, Excel, Box, and Web Browsers.
- Experience communicating effectively with internal colleagues, partners, and or media.

- Annually pass physical fitness testing at the arduous level.
- Fire Manager Qualification must be approved and designated in writing by the Conservancy Fire Management Coordinator.

## DESIRED QUALIFICATIONS

- Ability to act in accordance with the [Washington equity statement](#) and [Washington statement of commitment to Indigenous Peoples](#); be respectful of differences of identity and/or beliefs, and successfully work across those differences to meet work objectives.
- Ability and willingness to achieve NWCG Prescribed Fire Manager (RXMG) qualification.
- Familiar with the fuel types and geography for which fire management activities occur and must have a demonstrated ability to evaluate people, programs, and potential problems, and to build partnerships.
- Ability and willingness to apply science to decision-making and guide activities.
- Ability and willingness to communicate and work closely with burn bosses, land managers and scientists to develop strategies and meet conservation and fire management objectives.
- Knowledge of ecological land management principles.
- Familiarity with fire effects and fire behavior in local fuel types.
- Knowledge of current trends and practices in fire management, conservation, land management and natural resource preservation.
- Knowledge of Conservancy fire management Standard Operating Procedure, requirements, and guidelines.
- Experience writing and securing grants.
- Completing tasks independently and with respect to timeline(s).
- Excellent communication skills via written, spoken, and graphical means in English and other relevant languages.

## What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

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.*

## Salary Info:

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The starting pay range for a candidate selected for this position is generally within the range of \$79,000 - \$89,000 annually. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

## How To Apply:

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To apply for job ID # **56299**, submit your resume and required cover letter online by using the Apply Now button at <https://careers.nature.org/>. *The position will remain open until filled, with priority consideration for applications received by 3/17/2025 at 8:59 PM PST.* Need help applying? Visit our [recruitment](#) page or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

**The Nature Conservancy 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 diverse backgrounds, beliefs and culture. 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, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.

## Our Competencies:

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<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.

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***For Internal Reporting:***

Job Title: Prescribed Fire Manager  
 Job Family: Conservation  
 Internal Job Code: 200043  
 Salary Grade: 7  
 Status: Salaried  
 PeopleSoft Job ID Number:  
 Date: February 2025