

## **Global Director of Investigations**

### **POSITION SUMMARY**

The Global Director of Investigations reports to the Chief Ethics, Compliance & Privacy Officer and is responsible for directing, managing, and conducting internal investigations of allegations of violations of TNC's Code, policies and procedures and supporting the mission of the Ethics & Compliance Office to promote a culture of performance with integrity. They will participate in other initiatives as needed to support the objectives of the Ethics, Compliance & Privacy Office. The Global Director of Investigations directs, manages, and conducts internal investigations. They will oversee others performing investigations for the Compliance Office and perform investigations using in-depth analysis of facts, data, and various factors, while exercising judgement within TNC's investigation procedures and legal requirements. They are responsible for managing and maintaining TNC's Helpline and case management system, evaluating case data for trends and working with the stakeholders across the organization to implement strategies to address known and emerging risks.

### **MINIMUM QUALIFICATIONS**

- Bachelor's degree and at least 7 years relevant experience leading and managing investigations and related processes, including investigations involving allegations of sexual harassment, discrimination, bribery/corruption and policy violations.
- Experience leading and managing teams (both directly and through influence) to conduct timely investigations.
- Experience managing remotely based investigator(s) and co-investigator(s), and coordinating with country leadership in diverse time zones.
- Experience interviewing subjects of complaints and witnesses, collection of potential evidence, and other related investigative skills.

### **DESIRED QUALIFICATIONS**

- Advanced degree or professional licensure or certification preferred (e.g. JD, MBA, CPA or CFE).
- Certification from Society of Corporate Compliance and Ethics (SCCE) and/or Ethics & Compliance Initiative (ECI) or willingness to obtain within year of taking on role.
- Certification from Association of Certified Fraud Examiners (ACFE).
- Experience with non-governmental organizations.
- Demonstrated commitment to diversity, equity and inclusion.
- Demonstrated decision-making, project management, and communication skills.
- Demonstrated ability to act with integrity and exercise independent judgment to identify and solve problems.
- Demonstrated ability to maintain strict discretion and confidentiality.
- Demonstrated positive attitude with good judgment and the ability to simultaneously manage multiple projects in a dynamic environment.
- Experience establishing and maintaining positive relationships in a cross-functional, matrixed environment across geographically disbursed teams.
- Proven ability to work in a fast paced and highly visible environment.
- Multi-lingual and multi-cultural skills.

### **HOW TO APPLY**

To view the full position description and apply, please visit <https://careers.nature.org> and apply to Job ID 49294. Applications will be reviewed in the order they are received, and the position will remain open until filled. If you experience technical issues, please refer to our [applicant user guide](#) or contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org).

**The Nature Conservancy is an Equal Opportunity Employer. Women, minorities, people with disabilities and veterans are encouraged to apply. Please visit our career center for a full list of all our open positions globally – new positions are posted often!**