



1137 N Dodge Blvd
Tucson, AZ 85716
www.watershedmg.org

Job Announcement

Desert Rivers Restoration Manager

About the Organization

At Watershed Management Group (WMG), we envision a world where the relationship between the Sonoran Desert and its people creates prosperity for all. This includes all people, plants, animals, land, and waters of the United States, Mexico, and Native American nations found in the Sonoran Desert. Our mission is to develop and implement community-based solutions to ensure the long-term prosperity of people and health of the environment. We provide people with the knowledge, skills, and resources for sustainable livelihoods. Founded in 2003 in Tucson, WMG is sustained by a talented team of thought-leaders, educators, natural resource managers, designers, ecologists, planners, and community organizers, as well as thousands of passionate volunteers.

At the core of our work is the value and practice of diversity, equity, and inclusion with the goal of advancing care for people and the environment, including Black, Indigenous, People of Color, Latinx, and LGBTQA communities. In recruiting for our team, we welcome the unique contributions that you can bring in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation and beliefs.

Job Title: Desert Rivers Restoration Manager

Location: Tucson, AZ with work primarily in Santa Cruz and San Pedro watersheds

Start Date: Jan 2024 or when position filled

Hours: Full-time with option for 36 - 40 hours per week or 30+ hours per week, including some weekday evening and weekend hours for community engagement and volunteer workshops

Pay: \$28 to \$34 per hour, based on experience

Benefits: 2% matching retirement fund, health care coverage (80% covered by employer, 20% covered by employee), starting 15 days paid vacation and 10 days sick leave, paid parental leave, alternative transportation benefits

FLSA Status: Non-Exempt

Supervisor: Sr Program Director, Catlow Shipek

Job Description: The Desert Rivers Restoration Manager will be part of WMG's River Run Network program team, leading education, restoration, and community science initiatives. These strategic initiatives support our 50-year goal of restoring flow and ecological function to desert rivers and creeks in the Santa Cruz and San Pedro binational watersheds, with a focus on the greater Tucson area.

Key initiatives include building a community-based movement to value and steward our desert rivers, the restoration of shallow groundwater creek systems in the Tucson basin, and beaver-based restoration to restore wetlands in our binational watersheds.

The Desert Rivers Restoration Manager will also participate in and support strategic development, fundraising, and community outreach efforts to advance WMG's mission.

Duties & Responsibilities:

Restoration Initiatives

- Lead River Run Network watershed restoration project planning, design, and implementation efforts. Duties include conducting site assessments, developing project designs, estimating costs, oversight of contracted crews and volunteers, facilitating community workdays, monitoring, and project administration such as contract/grant management, invoicing, and client management.
- Conduct watershed surveys to identify restoration and stormwater enhanced recharge project opportunities, develop conceptual plans with associated budgets, and coordinate closely with agency and organizational partners.
- Foster community stewardship and scaling of watershed restoration practices including low tech process based and beaver-related riparian restoration.
- Lead/assist grant funding development and partnership development to support restoration priorities.
- Manage project reporting including tracking project metrics, grant reporting, and budget and expense tracking

Community Education & Advocacy Initiatives

- Lead River Run Network educational activities such as creek walks, invasive species and trash cleanups in creeks and rivers, community events, and educational presentations.
- Be a spokesperson for WMG's River Run Network vision and programs, including giving presentations, attending conferences, and networking with partners.
- Outreach to and engage community members and interest groups in projects and stewardship activities. Engage diverse communities including Latinx, Black, Asian American, and Indigenous communities.

Community Science Initiatives

- Lead River Run Network Program's annual binational beaver monitoring with Conservation Biology intern. Coordinate and train staff, interns, and volunteer survey leads. Manage survey logistics with partners, including Mexico partners; and oversee data analysis and annual summary report development.
- Work with community members through WMG's Flow365 flow monitoring program. Lead monitoring of private wells in shallow groundwater areas to track seasonal groundwater level trends, connection to surface flows, and overall riparian health.

Job Requirements:

- Interest and support of WMG's mission and vision
- Commitment to diversity, equity, and inclusion and ability to engage with diverse communities and build relationships built on trust and understanding
- 3+ years of experience with community-based conservation, such as education, outreach, and community science
- 5+ years of experience with planning and leading watershed restoration projects such as riparian restoration in arid land watersheds, beaver-based restoration, and erosion control and stormwater enhanced recharge projects
- 2+ years of experience managing staff and/or interns
- 2+ years in grant and contract development and/or management

- Proficiency in MS Office (Word, Excel, and Powerpoint), GoogleDocs/Slides/Sheets
- Excellent interpersonal communication skills
- Accuracy, attention to detail and strong time-management is a must; ability to meet deadlines
- Punctuality and excellent organizational skills
- Ability to work independently outside in physically demanding environments and ability to work well in a team setting
- Experience and interest integrating traditional ecological knowledge and practices into restoration work
- Knowledgeable of environmental issues, especially as related to riparian systems and water resources in arid environments
- Ability to work evening and weekend hours as needed and work outside in physically demanding environments for full field days
- Cell phone that can be used to make and receive work calls

Preferred Experience:

- Bilingual speaker and writer, fluent in English and Spanish
- Proficient in low tech process-based restoration strategies and Sonoran Desert plants, riparian ecology, hydrology, soils and/or wildlife
- Proficient in 2D design graphics using SketchUp Pro, AutoCad and/or basic hand graphics skills
- Proficient in ESRI ArcGIS Pro and Online apps
- BS/BA in a related field
- Post-secondary degree in a related field
- Experience in green stormwater infrastructure/water harvesting project management
- Experience teaching adults and youth
- First Aid/CPR training/certification

Application: Applicants must provide:

- A 1-page cover letter including a brief statement of your philosophy, commitment, and contributions to diversity, equity, and inclusion in working with diverse stakeholders
- 1-2 page resume or list of previous work experience
- Phone and email contact for 3 references (at least two professional)

Deadline: Submit by January 2, 2025 or until position is filled

Send to: Catlow Shipek

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Phone: 520.396.3266 x4