Job Announcement – Restoration Project 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 LGBTQ+ 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: Restoration Project Manager
Supervisor: Policy and Technical Director, Catlow Shipek
Start Date: April 2022 or when position filled
Hours: Full-time, 30-40 hours per week, some weekend and evening hours
Pay: $20-$26 per hour, based on experience
Benefits: Matching retirement fund, health care coverage, paid vacation and sick leave, alternative transportation benefits
FLSA Status: Non-Exempt

Job Description: The Restoration Project Manager will lead watershed restoration and urban green infrastructure projects that fulfill WMG’s strategic goals, including our 50-year goal of restoring flow and ecological function to Tucson’s rivers and creeks, as well as our long-term efforts to steward watershed health and Hydro-Local water supplies. WMG’s restoration project work primarily encompasses the urban and rural areas within the bi-national Santa Cruz and San Pedro watersheds with a focus on work in the greater Tucson area.

Project goals include harvesting renewable water supplies; enhancing infiltration to recharge shallow groundwater areas; creating ecological landscapes with multiple functions including growing food, shade, and wildlife habitat; and addressing invasive species efforts, all to improve the health of our community and watersheds. Restoration projects will value Sonoran Desert plant communities, ecological principles, and a culturally-centered approach. The Project Manager will work with the WMG team to ensure we are reaching and serving limited income households and underserved neighborhoods most in need of urban green infrastructure.
The Project Manager will collaborate with other WMG staff, partners, and contractors trained in natural resource management, conservation biology, hydrology, and engineering, to innovate restoration efforts, push design boundaries, and create replicable models. Primary duties include client consultation, project design, project management, public education, and technical training. The Restoration Project Manager will also participate in and support strategic development, fundraising, and community outreach efforts and activities to advance WMG’s mission.

Duties & Responsibilities

River Run Network: Restoration Projects (10-20 hours/week)
- Lead River Run Network Program restoration project design and implementation efforts. Duties include conducting on-site consultations and site assessments, developing project designs, estimating costs, oversight of contracted crews, facilitating volunteer workdays, monitoring, and project administration such as contract management, invoicing, and client management.
- Assist with River Run Network educational activities.
- Innovate and improve water harvesting and watershed restoration best practices.
- Engage and share with participants, partners, and clients WMG’s 50-year river restoration strategic vision and plan.

Urban Projects: Consulting and Projects (10-20 hours/week)
- Lead residential and community-based educational project installation workshops. Duties include conducting on-site consultations and site assessments, developing conceptual designs, estimating costs, and project administration such as design contract management, invoicing, change orders and client management.
- Work with project staff to ensure high quality, culturally-centered service and education as well as pragmatic and innovative designs.
- Work with clients through the design, estimate process, install process to achieve established program goals.
- Work with program team to ensure services are affordable and accessible to limited income households and neighborhoods, with a focus on rain gardens, tree planting, and simple passive design.

Other Tasks (10+ hours/week)
- Teach in-person and virtual public classes in expertise areas including water harvesting, ecological education, native plants and edible gardens, soils, and more.
- Lead professional trainings for water harvesting and landscape design, installation, and maintenance.
- Provide oversight of WMG vehicle maintenance and repair to ensure they are in working order and safe to operate.
- Assist with WMG outreach and fundraising activities through professional networking, attending WMG events, and building relationships with clients, volunteers, donors, and the greater community.
- Assist with outreach initiatives to engage diverse communities including Latinx, Black, Asian American, and Indigenous communities.

Job Requirements:
- Interest and support of WMG’s mission and vision
- Commitment to diversity, equity, and inclusion
- 2-5 years of experience with project management in watershed restoration, riparian restoration, urban green stormwater infrastructure, and/or water harvesting
- Proficiency in MS Office (Word, Excel, and Powerpoint), GoogleDocs, and SketchUp Pro, AutoCad and/or basic hand graphics skills
- Excellent interpersonal communication skills
- Punctuality, excellent organizational skills, and attention to detail
- Ability to work independently outside in physically demanding environments and ability to work well in a team setting
- Ability to engage with diverse communities and build relationships built on trust and understanding
- Experience and interest integrating traditional ecological knowledge and practices into restoration work
- Knowledgeable of environmental issues, especially as related to 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
- WMG’s Water Harvesting Design Certification. If candidate does not currently hold the certificate they must be available to attend the next available course.
- 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 ecological restoration strategies and Sonoran Desert plants, riparian ecology, hydrology, soils and/or wildlife
- BS/BA in a related field
- Post-secondary degree in a professional design field or environmental field (or equivalent experience)
- 2-years of water harvesting installation experience
- Experience teaching adults and youth
- First Aid/CPR training/certification

Application: Applicants must provide:
- 1-page cover letter (statement of interest)
- 1-2 page resume
- A brief statement of your philosophy, commitment, and contributions to diversity, equity, and inclusion
- Watershed project design or scope of work that applicant created
- Phone and email contact for 3 references (at least two professional)

Deadline: Submit by April 11, 2022 or until position is filled

Send to: Catlow Shipek
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