



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

Job Announcement: Restoration Ecology Apprentice

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.

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. 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 Ecology Apprentice

Supervisor: Catlow Shipek, Sr. Program Director

Position Start and End Date: August 2024 through May 2025

Hours: Part time, 10-20 hours per week; 2-3 days per week Monday – Friday with occasional evening and weekend hours

Location: Tucson, AZ

Pay: \$20 per hour

Benefits: Paid sick leave

Job Description

The Restoration Ecology Apprentice will be part of the team working primarily on WMG's River Run Network restoration 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.

The Restoration Ecology Apprentice will assist in coordinating the Annual Bi-national Beaver Monitoring initiative. They will help WMG expand its work to engage a diverse public, collaborate with other non-profit organizations, public agencies and private landowners, including partners in Mexico. The Restoration Ecology Apprentice will also assist WMG restoration staff with other restoration efforts including restoration assessments, project planning, implementation, and monitoring ranging from *Arundo donax* removal and revegetation efforts along Tanque Verde Creek to beaver-related restoration in southern Arizona. Restoration projects will value Sonoran Desert plan communities, ecological principles, and a culturally-

centered approach. WMG's restoration efforts work to engage limited-income, BIPOC, and LGBTQ+ communities, and we seek an intern who is part of and/or able and interested in engaging with these populations.

Learn, Participate, and Master These Routine Duties & Responsibilities

- Assist with River Run Network restoration projects including landscape assessment surveys, project coordination, and co-leading volunteer-based events.
 - Co-lead *Arundo donax* (Giant cane) removal and revegetation restoration efforts
 - Document project efforts and conduct monitoring
 - Assist with restoration project planning efforts
 - Maintain and update ArcGIS Online webmaps and data layers
- Coordinate annual beaver surveys and beaver practitioner workshops
 - update survey methodology based on lessons learned from past surveys
 - train survey participants in using Survey123 to collect data – either in English or Spanish
 - help to organize survey trips with partners in both Arizona and Sonora, Mexico
 - communicate with survey group leads to ensure a safe and enjoyable experience for all
 - lead small volunteer groups in survey reaches along the San Pedro River, tributaries and other survey locations
- Review, analyze, update, and share beaver survey results
 - Organize, review, and analyze geo-spatial data from the annual beaver population survey of the San Pedro and Santa Cruz Rivers and help present and share back results in a report
 - Assist in sharing data through ARCGIS Online platform as well as WMG's website
 - Write up results and methodology in annual beaver survey report and publish report
 - Assist with community education events related to the Release the Beavers campaign
 - Assist with partner networking to build support of Release the Beavers campaign.
 - Attend River Run Network and Release the Beaver team meetings
 - Update and maintain a database of individuals, organizations, companies & agencies involved in beaver-related work, including those that trap and relocate or euthanize beavers as well as private property owners willing to accept relocated beavers.

Job Requirements

- Interest and support of WMG's mission
- Ability to engage with diverse communities and build relationships built on trust and understanding
- Ability to work independently
- Strong communication and writing skills
- Promptness and sound organizational skills
- Proficient in Google Docs, Microsoft Office Suite, and social media
- Cell phone that can be used to make and receive work calls

- Ability to work evening and weekend hours as needed and work outside in physically demanding environments for full field days.

Preferred Requirements

- ArcGIS Pro and ArcGIS Online (i.e Survey123) experience helpful
- Experience with natural resources-based field work
- Diversity, Equity, and Inclusion work experience or training
- Bilingual speaker and writer, fluent in English and Spanish

Application

Applicants must provide:

- A 1-page cover letter (statement of interest), including a brief statement of your philosophy and commitment to conservation of our waterways, community engagement, and DEI work.
- A 1-2 page resume or list of previous work experience
- Phone and email contact for 3 references (at least two professional)

Send to:

Catlow Shipek

Email: catlow@watershedmg.org

Phone: (520) 396-3266 x 4