Job Announcement – Restoration Ecologist 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 LGBTQQA 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 Ecologist Project Manager
Supervisor: Policy and Technical Director, Catlow Shipek
Start Date: Dec 1, 2022 or when position filled
Hours: Full-time, 30 - 40 hours per week, some weekend and evening hours
Pay: $20-$28 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 Ecologist Project Manager will lead watershed 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.

Restoration project goals include enhancing infiltration to recharge shallow groundwater areas; removing invasive riparian species; restoring creek and river habitat, 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 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 landowner engagement,
project planning and design, project management, and community education. The Restoration Ecologist 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 (15-20+ hours/week)**

- Lead River Run Network Program 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.
- Lead/assist with River Run Network educational activities such as creek walks, community events and educational presentations.
- Foster community stewardship and scaling of watershed restoration practices including beaver related restoration.
- Engage and share with participants, partners, and clients WMG’s 50-year river restoration strategic vision and plan.

**River Run Network: Beaver Monitoring (seasonal: 5-10+ hours/week)**

- Lead River Run Network Program’s annual binational beaver monitoring with Conservation Biology intern. Coordinate and train staff, interns, and volunteer survey leads, and managing survey logistics with partners, including Mexico partners.
- Participate in field survey in Arizona and Sonora, Mexico.
- Review and analyze survey data, and assist with development of the annual survey report and updates to the community dashboard.
- Assist with securing grant funding and managing grant contracts.

**Other Tasks Depending on Experience (5-10+ hours/week)**

- Assist/co-lead community-based project workshops at schools, with neighborhoods, and organizations. This includes co-leading educational workshops fostering stewardship with community members focused on green infrastructure and/or residential water harvesting practices.
- Teach in-person and virtual public classes in expertise areas which may include ecological education, native plants and edible gardens, soils, water harvesting practices, and more.
- Lead professional trainings for water harvesting and landscape design, installation, and maintenance.
- Coordinate vehicle maintenance and repair to ensure they are in working order and safe to operate.
- Assist with 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 and riparian restoration
At least 2 years’ experience managing crews and supervising staff or interns
Proficiency in MS Office (Word, Excel, and Powerpoint), GoogleDocs/Slides/Sheets
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
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
• 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 professional design field or environmental field (or equivalent experience)
• Experience in green stormwater infrastructure/water harvesting project management
• 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
• Phone and email contact for 3 references (at least two professional)

Deadline: Submit by November 30, 2022 or until position is filled

Send to: Catlow Shipek
Email: catlow@watershedmg.org
Phone: 520.396.3266 x4