



Job Announcement: Green Stormwater Infrastructure 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: Green Stormwater Infrastructure Apprentice

Supervisor: Valerisa Gaddy, Community Conservation Director

Position Start Date and End Date: September 4, 2025 – December 2025. (Possible extension into Spring 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/hour

Benefits: sick leave

FLSA Status: Non-Exempt

Job Description

This role focuses on developing, maintaining, and promoting green stormwater infrastructure (GSI) projects that support community resilience, urban cooling, water quality improvement, and native habitat restoration. The apprentice will work with residential and public landscapes, contributing to project coordination, community engagement, technical assistance, and on-the-ground implementation. This position is vital to supporting climate adaptation and environmental justice efforts in underserved neighborhoods across Tucson.

The ideal candidate will be passionate about WMG's mission; excited to learn and teach others about water harvesting, native plants, and tree canopy; and committed to environmental equity, sustainability, and the co-creation of thriving urban spaces.

The Apprentice will be a member of the Community Conservation team and collaborate closely with Green Stormwater Infrastructure Program staff, partners, and community members.

Weekly onboarding and training sessions with a cohort of other apprentices, interns, and docents will be part of the position. Training typically takes place Friday afternoons, 3–5 p.m.

Learn, Participate, and Master These Routine Duties & Responsibilities

Green Stormwater Infrastructure

- Attend and pass WMG's Water Harvesting Certification in October 2025.
- Participate in design and implementation of GSI plans in different urban settings.
- Maintain and repair passive water harvesting features such as basins, berms, and curb cuts.
- Restore native vegetation and remove invasive species from bioswales and green corridors.
- Monitor and address erosion, soil health, and water infiltration in GSI installations.
- Install and adjust features such as mulch, rockwork, and overflow pathways.

Community Engagement and Resource Development

- Assist in planning and leading community workdays, volunteer events, and educational workshops.
- Willingness to learn how to assess existing infrastructure through observation and basic data collection methods.
- Interest in developing skills to interview project stakeholders—such as residents, volunteers, and city staff—to gather input and feedback.

Partnerships

- Support collaborations with neighborhood associations, schools, and local government.
- Attend local coalition meetings related to climate adaptation, urban forestry, and environmental justice.
- Contribute to pilot projects and community design efforts focused on equitable infrastructure solutions.

Job Requirements

- Interest and support of WMG's mission and vision.

- Experience in rainwater harvesting.
- Basic knowledge of environmental sustainability or urban water cycles.
- Awareness of how GSI contributes to flood control, water quality, and urban greening.
- Comfort using basic tools for site observation (e.g., measuring tape, shovel, rake, wheelbarrow, laser level)
- Proficient in Google Suite and Microsoft Office Suite.
- Cell phone that can be used to make and receive work calls
- Ability to work well in a team setting, and coordinate other team members to accomplish events and projects together.
- Willingness to work outdoors in variable weather conditions.

Preferred Experience

- Knowledgeable in environmental issues of the Southwest U.S. and Sonoran Desert.
- Some experience (even volunteer-based) with outdoor work or community-based environmental projects.
- Exposure to tasks like planting, mulching, or basic construction or landscaping.
- Demonstrated experience engaging with diverse communities.
- Bilingual speaker and writer, fluent in English and Spanish