



Job Announcement: River Restoration 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: River Restoration Apprentice

Supervisor: Jace Lankow, Desert Rivers Restoration Manager

Position Start and Duration: September 2025 with 6-9 month appointment option

Hours: Part time, 10-24 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 River Restoration 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 Apprentice will primarily assist in the implementation and monitoring of a range of low-tech process-based restoration projects. This will include coordinating restoration project logistics, assisting with permitting, planning, installation, and monitoring of a range of riparian and upland restoration strategies to benefit our creeks and rivers. The Restoration Apprentice will co-facilitate volunteer workdays, and assist in oversight of contracted crews and in leading professional trainings. They will help WMG expand its work to engage a diverse public, collaborate with other non-profit organizations, public agencies and private landowners.

Restoration projects will value Sonoran Desert plant 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.
 - Assist with restoration project planning and assessment efforts
 - Co-lead erosion control and low-tech process-based restoration strategies including geomorphic restoration treatments
 - Document project efforts and conduct monitoring
 - Assist in co-leading *Arundo donax* (Giant cane) removal and revegetation restoration efforts
 - Maintain and update associated ESRI ArcGIS data layers
- Assist in instrumentation, maintenance, and data management of shallow groundwater wells across the greater Tucson area
 - Access wells periodically, download data, update databases, and help to summarize seasonal trends
 - Service and maintain groundwater monitoring wells as needed

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
- Experience with natural resources-based field work
- 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
- Diversity, Equity, and Inclusion work experience or training
- Bilingual speaker and writer, fluent in English and Spanish