



Position Title: Restoration Ecologist (Project Manager)

Status: Full-time, Exempt

Location: San Diego, California (remote location with reporting to office is considered)

A thriving future for California’s environment and communities requires bold vision, creative problem-solving, and relentless determination. This is a critical decade for action and River Partners is growing our team of talented, tenacious change-makers to meet the challenge head on. Join us!

What We Do

A leading nonprofit founded in 1998, **River Partners brings life back to California’s rivers.** We advance an innovative model of conservation that harnesses the power of restored riverways to create a thriving future for the state’s unparalleled wildlife, people, and natural resources.

Blending modern farming practices, cutting-edge science, and diverse alliances, River Partners reforests and reconnects river landscapes and critical wildlife corridors at an unprecedented pace and scale. We’ve restored more habitat along impaired California rivers than anyone else in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California.

Our efforts result in a suite of tangible wins for struggling wildlife, flood safety, climate resiliency, water conservation, healthy communities, and strong local economies.

Why We Do It

Just 5% of California’s native riverside habitat remains. Healthy rivers are essential for a vibrant California. They provide fresh water for growing our food, economy, communities, and wildlife found nowhere else on Earth. Rivers support more species and in greater numbers than any other ecosystem in California—making our state a worldwide biodiversity hotspot.

A changing climate is ushering in new challenges such as more frequent and intense droughts, wildfires, and floods—at the same time communities, farms, and wildlife that rely on rivers are struggling.

A healthy California for future generations requires healing our rivers.

Why You Should Join Us

River Partners offers competitive salaries and benefits, including comprehensive health care insurance, flexible spending accounts, a 401(k) plan with employer matching, paid time off, life insurance, disability coverage, employee assistance programs, other well-being benefits.

We’re proud of our supportive culture and focus on work-life balance.

Position:

The Restoration Ecologist works with River Partners’ restoration science, field, and development teams to identify, develop, and execute riparian habitat restoration projects.

The Restoration Ecologist reports to the Senior Restoration Ecologist/Scientist/Manager. Travel for meetings with partners and visiting field sites is expected and could require more than 6 days per month.

Essential Functions:

- Manage all aspects of multidisciplinary restoration projects through to successful completion, including reporting, budgeting, subcontracting, client relationships and execution tasks.
- Build and maintain effective partnerships and coalitions with a diverse group of stakeholders to advance River Partner's mission and projects.
- Train, supervise and develop staff as a supervisor and leader in the organization.
- Assist in preparing proposals and in the development of channel, floodplain, and riparian protection and restoration projects.

Responsibilities:

- Manage projects ensuring that activities, budgets and milestones are coordinated and updated on a frequent basis to ensure that project scheduling, spending and reporting can expeditiously support project objectives and billing cycles.
- Collaborate with the restoration science and field leadership to test and develop innovative restoration strategies.
- Serve as a recognized subject matter expert in the field, preparing and managing complex environmental analyses; and making decisions based on these analyses, context, and dynamic information.
- Monitor, oversee and report strategic initiative progress to ensure alignment with goals and objectives of the organization and regional planning.
- Represent River Partners before the public, elected officials, agencies, academics, stakeholders, non-profits to generate support for and collaboration with River Partners' programs.
- Commitment and enthusiasm to carry out River Partners' mission in collaboration with departments.
- Initiate and direct changes to increase efficiency and meet objectives.
- Design and maintain geodatabase to meet organizational needs.
- Perform data analysis, data modeling and imagery interpretation.
- Lead a team to design, permit and monitor restoration projects with a keen interest in staff retention and recruitment.
- Communicate clearly via written, spoken and graphical means in English.
- Enjoy working outdoors with diverse people and organizations to get things done.
- Other duties as requested.

Minimum Qualifications:

- BA/BS degree and 5 years' experience in restoration, agriculture management or related field, or equivalent combination of education and experience. Experience in agricultural techniques, aquatic or terrestrial ecology is preferred.
- Demonstrated experience planning, developing and implementing projects, including managing finances and coordinating work to meet deadlines.
- Competency managing California and Federal environmental permitting such as NEPA/CEQA, ESA, CDFW Code, California Water Code, Clean Water Act Section 404/401.
- Supervisory experience, including training, motivating, leading and managing performance.
- Experience with the following software in a scientific setting: relational management database systems, ArcGIS Pro and Online, mobile data collection apps (e.g. ESRI Field Maps, Survey 123), scripting languages (e.g. Python, SQL, R).
- Designed best practices for data access and documentation in a team environment.
- Excellent verbal, analytical, organizational and written skills, including data visualization and science communication to technical and non-technical audiences.
- Integrity and ethics beyond reproach.
- Valid California driver's license with no restrictions.
- Ability to communicate in basic Spanish (preferred, but not required).

To apply email your resume, cover letter and salary expectations to:

jobs@riverpartners.org, Subject: Restoration Ecologist/Project Manager

Review of applications will begin immediately and continue until the position is filled.

Or send to:

River Partners Attn: Restoration Ecologist/Project Manager

580 Vallombrosa Avenue

Chico, CA 95926

No telephone calls, please.

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, religion, age, status as a protected veteran, status as an individual with disability, or any other protected group status or non-job-related characteristic as directed by law.

Salary Range: \$60,000-\$80,000