



RIVER PARTNERS

Job Description

JOB TITLE

Associate Restoration Scientist

LOCATION

Southern California

REPORTS TO

Restoration Science Ecologist



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, dedicated change-makers to meet the challenge head on. Join us!

Who We Are

River Partners brings life back to California rivers. We've revitalized more habitat along impaired California rivers than any other entity in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. We restore thriving native forests and ecosystems that support imperiled wildlife, improve flood safety, boost the state's climate resilience, replenish and enrich freshwater resources, create open space for communities, and build stronger local economies. Since 1998, we have pioneered an innovative, entrepreneurial approach to conservation, combining modern farming, cutting-edge science, and diverse partnerships.

We are meeting the urgent need this decade to restore our riverways and seek passionate team members to help us grow our restoration footprint at an unprecedented pace and scale.

Why We Do It

Healthy rivers are California's essential arteries that sustain our food systems, economies, communities, and wildlife found nowhere else on earth. Our riverways support more species and in greater numbers than any other ecosystem in California—making our state a worldwide biodiversity hotspot.

Yet just 5% of our native riverside habitat remains.

State and federal commitments call for exponentially increasing the pace and scale of river ecosystem repair to adapt to accelerating climate impacts. With their critical role in sustaining wildlife, natural resources, and communities, healthy rivers are essential for a flourishing Golden State. The actions we take to restore our riverways during this decade will decide California's future for generations to come.

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 immediate employer matching, life insurance, disability coverage, employee assistance programs, and other well-being benefits. We're proud of our supportive culture and focus on work-life balance. We strive to create an environment that brings fulfillment to our team members' personal lives by offering paid time off, an alternative work schedule, and flexible hours.

Position

The Supervisory Associate Restoration Scientist collaborates with the larger Restoration Team to identify, evaluate, implement, and complete restoration activities. This position reports to a Restoration Science Ecologist and regularly works in outdoor conditions to conduct field monitoring and data collection, providing essential insights for project planning and data-driven decision-making. This position may supervise Restoration Technicians, Restoration Science Specialists, Interns, Restoration Science Scholars, and Climate Fellows.

Essential Functions and Responsibilities

(20%) Supervision and Training: Supervise part of the Restoration Science Team to deliver successful, large-scale ecological restoration projects. Directly oversee interns, develop work and training plans, comply with workplace regulations, and routinely travel to project sites and regional offices to collaborate with the wider Restoration Science Team.

(70%) Project Planning, Monitoring, and Development: Participate in data collection and analysis, play an active role in project planning and budgeting, and cultivate partnerships. This role involves supporting River Partners' Development, Advancement, and Heritage Growers Teams.

(10%) Communications – Internal and External: Communicate project and team updates with River Partners leadership, coach part of the Restoration Team on project details, and foster collaboration across the Field Restoration and Restoration Science Teams. Represent the organization at conferences and site tours.

For more details, please view the full job description at <https://riverpartners.org/about-us/careers/>.

Required Knowledge, Skills, and Abilities

- Working knowledge of California plants, riparian ecology, hydrology, soils, and wildlife.
- Familiarity with California and Federal environmental permitting including NEPA/CEQA, ESA, CDFW Code, California Water Code, and Clean Water Act Section 404/401.
- Ability to collaborate with diverse team members and community partners with poise, vision, and respect.
- Working understanding of statistics and experimental design.
- Intermediate skills in collecting, organizing, and analyzing field data, including spatial data and maps.
- Excellent verbal, analytical, organizational, and written skills, including data visualization to technical and non-technical audiences.
- Integrity and ethics beyond reproach.

Qualifications

- BS and a minimum of 3 years of experience in Ecology, Wildlife Management, Restoration, or a related field. Relevant experience may substitute for education.
- Experience working with GPS/GIS applications.
- Experience in ecological monitoring and program-building in ecological assessment.
- Demonstrated skill in leadership and people management.
- Proficiency in working with Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), and SharePoint.
- Valid California driver's license with no restrictions.
- Ability to communicate in Spanish (preferred).
- Commitment and enthusiasm to carry out River Partners' mission.

Compensation

Salary is commensurate with experience, anticipated to range between \$24.03 to \$31.25 hourly or \$50,000 and \$65,000 annually. River Partners offers a generous benefits package including ample holidays and paid time off, flexible location and hours, medical insurance, and up to 4% 401k matching.

Location

This position reports from our San Diego office. Some travel is required. A hybrid schedule may be approved after the introductory period.

To Apply

Please submit a cover letter, resume, and contact information for three references in a PDF saved with your last name, and the position job title and location separated by an underscore (e.g., Smith_Associate Restoration Scientist, SoCal) to jobs@riverpartners.org.

Application Deadline

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

River Partners is an Equal Opportunity Employer

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, gender expression, marital status, pregnancy, disability, medical condition religion, age, military or veteran status, or any other protected group status or non-job related characteristic as directed by law.