**JOB TITLE:** Sierra Program Director**OFFICE LOCATION:** Mammoth Lakes, CA**EMPLOYMENT STATUS:** Full Time Exempt

California Trout (www.caltrout.org) is a highly effective 46‐year‐old environmental non‐profit organization

based in San Francisco dedicated to ensuring resilient wild fish in healthy waters for a better California.

**Position Summary:** Reporting to the Executive Director, the Sierra Program Director will have overall responsibility for implementation of Cal Trout’s 2018-21 Strategic Plan for the Sierra region.

The Director will be responsible for the development, implementation and coordination of California Trout’s Sierra Region and associated annual work plans and budgeting. The Director will supervise Cal Trout’s regional staff to identify and fund conservation priorities, ensure programmatic cohesion, deliver program and project objectives, develop conservation programs and projects, and develop mechanisms to monitor, measure, and adapt these conservation efforts to ensure success.

The Director will be responsible for building, advancing and facilitating strategic partnerships and lead policy and advocacy work to advance Cal Trout’s headwaters and meadow initiatives. The Director will work closely with Administrative, Development, Marketing and Conservation staff. This is considered a senior level position that requires independent thinking and initiative while also serving as an essential team player across the organization.

The Director will continue working in a leadership role within the Meadows Partnership to advance Meadow Restoration and Science across the Sierra Region. This collaborative effort is an organizational priority.

**Education, Skills, and Experience:**

1. Master’s or PhD degree in natural resources management, aquatic ecology, conservation biology, forestry, fisheries ecology, public and environmental policy, environmental law or related field and a minimum of 5 years of related work experience.
2. Demonstrated leadership and supervisory experience, including ability to motivate, lead, set objectives, and manage performance and evaluations.
3. Experience in fund raising and business development including proposal writing, grant research and grant administration.
4. Superior verbal and written communication skills, including the ability to articulate complex conservation issues and California Trout’s mission and goals to a wide range of audiences.
5. Proven ability to identify with, build rapport, and develop constructive and effective working relationships with scientists, government representatives, conservation partners, applied practitioners, community leaders, land owners, elected officials, corporate representatives, donors, CalTrout members and volunteers.
6. Demonstrated ability for strategic analysis/planning and experience designing, implementing and directing multiple complex projects, setting deadlines and ensuring program accountability and legal compliance.
7. Knowledge of current trends in California water issues, conservation, fisheries, watershed science, payment for ecosystem services, carbon markets and experience in applying this knowledge to on the ground projects and to a legislative agenda.
8. Experience working with state/federal officials and state/federal agencies and knowledge of government workings and of federal and state laws that affect California’s fisheries and watersheds including the Public Trust Doctrine, California Water Act, Endangered Species Act, NEPA, CEQA, and the FERC hydropower relicensing process.
9. Experience developing and successfully administering regional budgets.
10. Ability and willingness to travel frequently and on short notice; and to work on evenings and weekends as needed.
11. Demonstrated experience using MS Office Word, Excel, and PowerPoint required. Experience with Geographic Information Systems (ArcGIS) preferred.
12. Familiarity and understanding of fishing and the California fishing community a plus.

Additional evaluation criteria to consider:

* Visionary, thought leader
* Ability to identify, synthesize and integrate scientific research, policy, planning and legislation to advance CalTrout and the Sierra Headwaters Regional Program work.
* Skills and experience in facilitation of diverse stakeholders
* Integrity, ability to put science in front of ideologies

**To Apply:** Email resume and cover letter to jobs@caltrout.org