



229 Stanley Ave. Arroyo Grande, CA 93420
805-473-8221 www.creeklands.org

Job Description: Senior Watershed Restoration Scientist

Are you ready to focus your restoration leadership skills on the beautiful watersheds of California's Central Coast? Do you thrive working in small teams, with passionate self-directed colleagues? Do you care about conserving and protecting coastal California's natural heritage? Creek Lands Conservation (CLC) seeks an experienced, results-oriented scientist to join our watershed conservation science team in the role of Senior Watershed Restoration Scientist. Reporting to the Science Director, the Senior Watershed Restoration Scientist conducts technical work, oversees and collaborates with staff and consultants, develops and implements restoration plans and projects, manages project budgets, and helps secure project funding. We are looking for a strong interdisciplinary scientist with project management experience and strong fiscal management and leadership skills to collaborate in teams that support CLC's purpose and values.

CLC focuses on Central Coast watersheds from Monterey to Ventura and employs seven full-time staff in science-based ecosystem restoration work and conservation education. While CLC works in a range of ecosystems, aquatic freshwater ecosystems are a focal point of CLC's work. CLC works with a wide range of partners, including ranchers and farmers, local / state / federal government agencies, like-minded nonprofits, universities, and various other stakeholder groups. CLC offers a flexible work environment with interesting and challenging work that truly makes a difference in our community. Our work is funded by private donations, foundations, and public conservation funding. CLC is a private, non-profit 501(c)(3) governed by a board of directors, operated by a professional staff, and supported by its members and volunteers.

For more information, please visit www.creeklands.org.

Position: Senior Watershed Restoration Scientist
Supervisor: Science Director
Starting Salary Range: \$32-\$36 per hour (dependent on experience)
Terms: Permanent full-time
Location: Must reside in the greater San Luis Obispo community for in-office work and to attend in-person meetings with co-workers and partner organizations on a semi-regular basis. Telecommuting on some days is supported.

Core Duties:

- Restoration Project Management
 - Lead or work collaboratively on projects that may include the following disciplines: aquatic ecology, fisheries biology, botany, environmental planning, water quality, water rights, hydrology, restoration engineering, and/or geomorphology.
 - Develop close working relationships and work collaboratively with a wide range of private and public stakeholders (e.g., gov't agencies, NGO's, agricultural landowners),
 - Manage staff, subcontractors, and consultants.
 - Conduct assessments and technical analyses in their area(s) of expertise.
 - Prepare reports and plans.
 - Prepare or oversee the preparation of environmental clearances and permits (e.g., CEQA, Streambed Alteration Permits, etc.).
 - Conduct outreach to, and coordinate with, agricultural landowners, agencies, and partners for project access and development.
- Restoration Funding Development

- Develop restoration / conservation project concepts and obtain funding with support from the Leadership Team.
- Network with local, state, regional, and national restoration / conservation efforts.
- Seek and develop collaborative avenues among public and private entities to benefit restoration / conservation strategies and objectives in alignment with the CLC Strategic Plan.
- Develop and implement partnership programs to support science and education opportunities that emerge from conservation practices.
- Restoration Organizational Development
 - Work on the integration of the CLC Watershed Restoration Program with the CLC Conservation Science Education Program including the naturalist program, formal and informal education programming, and workshop education.
 - Supervise and mentor junior staff.

Minimum Required Skills/Experience:

- Knowledge of Central California ecosystems.
- Bachelor's degree in aquatic ecology, hydrology, restoration engineering, geomorphology, biology, botany, natural resource management or another related field.
- Minimum six years' full-time experience in restoration science field, with at least two years' experience managing restoration projects including managing staff, budgets, subcontractors, and/or consultants.
- Familiar with Microsoft Office applications or equivalent.
- Able to perform basic mathematical and financial calculations utilizing spreadsheet tools (e.g., Excel).
- Knowledge of local, state, and federal environmental permitting processes.
- Excellent oral and written communication skills.
- Strong technical and non-technical writing skills sufficient to produce reports and other correspondence.
- Ability to make confident decisions.
- Ability to multi-task.
- Independent and self-motivated.
- Equally comfortable working as a team member or leading a team.
- Ability to carry 30 lbs. and walk on uneven terrain.

Beneficial or Preferred Skills/Experience:

- Master's degree in aquatic ecology, hydrology, restoration engineering, geomorphology, biology, botany, natural resource management or another related field. Eight years' experience in the restoration science field with three years of experience as a project manager.
- Experience with organizational and financial management.
- Research and prepare briefs and resolutions for board consideration of political support for restoration initiatives.
- Ability to work with and lead volunteers.
- Public speaking.
- Experience with GIS (Geographic Information Systems).
- Some proficiency in Spanish.
- Experience with drafting or illustration software.
- Certification or licensure in primary field, as applicable.

To apply, please send a cover letter, resume, and three references to don@creeklands.org and include "Job Announcement" in the subject line.

The position is open until filled.

CLC is an equal opportunity employer.