



Friends of the Winooski River

PO Box 777
Montpelier VT 05601

info@winooskiriver.org

Now Accepting Applications

Job Title: Watershed Restoration Specialist

Position Summary

Friends of the Winooski River is seeking a restoration ecologist or watershed scientist with experience in project coordination to join our team of two professional staff and a volunteer Board of Directors. This is an exciting opportunity to play a major role in a growing organization. We need to increase our capacity to complete restoration projects, and we need another staff person who is motivated, self-directed, detail-oriented, and enthusiastic about working to protect and restore the health of the Winooski river watershed.

The Watershed Restoration Specialist will support, contribute to, and eventually lead efforts in riparian restoration, stormwater mitigation, water quality monitoring, floodplain restoration, education and outreach, and running paddling events. Specific job duties will include assisting with tree planting, performing natural resource assessments on private property, community outreach and education, volunteer training and coordination, event planning, and grants management. The successful applicant will work with our many partners – state and federal agencies, municipalities, regional planning commissions, and other conservation organizations – to identify, prioritize, develop, and manage water quality and habitat restoration projects. This work requires developing good relationships with partners and with both public and private landowners, and overseeing engineering and construction service providers.

We are looking for a professional with outstanding written and verbal communication skills who is adaptable, self-starting, and curious. You should be able to lead and/or assist on multiple projects simultaneously; involve constituents and partners effectively and respectfully; and stay within defined budgets. The ideal applicant should have demonstrated experience and accomplishments in watershed restoration (natural ecosystems, wetlands, river/stream health, fish & wildlife habitat, riparian buffers); have excellent communication skills in a variety of settings; and have interest in education and outreach to all watershed residents.

In a small organization, every employee needs to be able to do some amount of everything, but each of us will have certain areas that are stronger than others. We do recognize that there are qualified candidates who may not check every box in the list of experience, skills, qualifications, and abilities described in this job posting. There will be opportunities for training in most areas. Candidates who believe they could succeed in this work and who meet a portion of the criteria are welcomed and encouraged to apply.

Desired Qualifications

- Relevant degree with at least three years of professional experience in ecological restoration, watershed planning, or similar
- Ability to represent FWR in a clear and professional manner through excellent written and verbal communication
- Experience with field data collection, such as plant or wildlife surveys, channel morphology measurements, field mapping, wetland delineation, soils classification, or other
- Proficiency with data entry, analysis, and visualization
- Proficiency with a variety of software, including Microsoft Office, Google Workspace, Acrobat Pro, social media, and internet navigation; and ability to readily learn additional programs as needed
- Ability to work well independently, including remotely, while still engaging as an integral member of our team
- Ability to convey complex scientific processes in plain language
- Keen attention to detail
- Commitment to justice, equity, diversity, and inclusion
- Enthusiasm for watershed restoration, protection, and education
- Valid Driver's License & reliable personal transportation

Work Environment and Physical Demands

Our work takes place in an office setting, in virtual meetings, and in the field. The work can be physically demanding. In order to fulfill the essential duties of the job, the employee must be willing and able to carry out the following tasks.

- Navigate on foot in a variety of natural settings, traverse up to two miles over uneven terrain, through tall vegetation, streams, and wetlands, at all times of the year, in variable and sometimes inclement weather conditions
- Use a shovel to plant trees and shrubs

- Lift and carry up to 50 pounds over uneven terrain
- Work for long periods at a desk, reading from a computer screen and participating in virtual meetings

Supervisor: Executive Director

Compensation range: \$25-\$28/hour

Classification: Hourly, non-exempt, 30-40 hours per week (negotiable), includes occasional evening and weekend hours

Work Location: A combination of office work (Montpelier) and field work throughout the Winooski watershed. Occasional work from home is possible.

Benefits: Paid sick leave; retirement plan; mileage reimbursement; overtime

How to Apply

Please submit applications by **February 28, 2023**. Interviews anticipated to be held in March 2023, with the goal of a start date prior to planting season in early May. Applications will continue to be reviewed on a rolling basis; position will be open until filled.

Please submit application to Michele Braun, Executive Director, at info@winooskiriver.org.

About Friends of the Winooski River

Founded in 1998, Friends of the Winooski has been led for 25 years by a dedicated, vibrant, and growing team of staff, board members, volunteers, and donors, working together to safeguard and enhance the natural resources of the Winooski River watershed in harmony with its human communities. We pursue this mission through monitoring, restoration, partnerships, education, and outreach. We strive to foster an inclusive, collaborative work culture.

FRIENDS OF THE WINOOSKI RIVER IS AN EQUAL OPPORTUNITY EMPLOYER. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), marital status, status with regard to public assistance, membership or activity in a local human rights commission, protected veteran status, disability, age (40 or older), political affiliation, and genetic information. This announcement of an available position does not constitute a promise or guarantee of employment to any applicant.

