



**Watsonville Wetlands Watch  
Fitz Wetlands Educational Resource Center  
500 Harkins Slough Road  
Watsonville, CA 95076  
[www.watsonvillewetlandswatch.org](http://www.watsonvillewetlandswatch.org)**

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## **Job Announcement Restoration Program Director**

**Watsonville Wetlands Watch is seeking a Restoration Program Director with experience in native habitat and watershed restoration. This position supervises our wetland and watershed restoration, urban greening, and urban forestry work. It requires a dedicated team approach and ability to create and sustain partnerships. We seek a candidate who has a strong horticultural background, a passion for the environment, and is an effective communicator for the Watsonville audience.**

### **ABOUT WATSONVILLE WETLANDS WATCH:**

Watsonville Wetlands Watch is a non-profit agency, established in 1991, with mission to preserve, restore, and foster the appreciation of the wetlands of the Pajaro Valley. Our organizations headquarters are the Patrick J. Fitz Wetlands Educational Resource Center, on the campus of Pajaro Valley High School in Watsonville. Each year, our restoration programs restore and enhance over 1,000 acres of wetlands, their associated uplands and recreational trails throughout Watsonville and the greater Pajaro Valley. This vital work is done in partnership with public agencies, private landowners, local growers, and many non-governmental agency partners. Our education programs provide dynamic outdoor field experiences for over 4,500 Pajaro Valley youth. We also offer a wide range of free workshops, lectures, and tours for the community.

As the primary wetland complex within the Pajaro Valley, the Watsonville Slough System is California's third largest coastal freshwater wetland complex and supports 23 different native plants and animals that are threatened, endangered, or species of concern. The slough system underlies the City of Watsonville and surrounding agricultural and open space lands of the Pajaro Valley watershed. Our Restoration programs are designed to work closely with partners throughout the Pajaro Valley to implement environmental stewardship and restoration work, advance strategically important conservation and restoration work, and build and strengthen partnerships to improve conservation outcomes.

## **OVERVIEW OF DUTIES AND RESPONSIBILITIES:**

The Restoration Program Director directs the environmental restoration programs of Watsonville Wetlands Watch (WWW). This involves planning, development and implementation of watershed restoration and urban forestry projects on public and private lands throughout the Watsonville Slough System.

The Restoration Program Director supervises the restoration program staff (currently 4 persons) and ensures excellence in program delivery. This is a dynamic position which involves a wide range of projects conducted in collaboration with public agencies and institutions, non-profit and non-governmental organizations, private individuals and businesses. Fundamental to the organization's approach is working partnerships with both traditional and non-traditional partners to achieve effective conservation solutions in urban, rural, and agricultural settings. The Restoration Program Director works under the supervision of the Executive Director. This position is approximately 60 – 70% field based.

For more information on program activities, please go to:  
<https://www.watsonvillewetlandswatch.org/restoration>

## **DUTIES AND RESPONSIBILITIES**

- 1) Oversee Watsonville Wetlands Watch's environmental restoration programs and ensure that the program achieves desired and required outcomes and deliverables.
- 2) Oversee and implement habitat restoration projects on Watsonville Wetlands Watch managed natural lands including restoration of freshwater and tidal wetlands, coastal prairie and native grasslands, riparian corridors, wet meadows and marsh habitats.
- 3) Oversee and implement urban forestry and urban greening projects throughout the City of Watsonville.
- 4) Oversee and implement environmental restoration and landscape management projects on working lands throughout the Pajaro Valley including active farms, urban trails, neighborhood parks and commercial and residential areas throughout the City of Watsonville and Watsonville Slough System and greater watershed area.
- 5) Oversee and coordinate public participation in restoration projects and monthly volunteer days that provide opportunities for the public to take a hands-on approach to habitat restoration on Watsonville's public and private lands. Collaborate with other staff and board members in advancing creative approaches to increasing community participation in restoration efforts.
- 6) In collaboration with the Education Programs Director and education staff,

oversee and coordinate student field trips and school outreach associated with environmental restoration projects.

7) Oversee Watsonville Wetlands Watch native plant nursery production, tree nursery, production planning, and annual native plant sale in coordination with nursery staff.

8) Coordinate monitoring and mapping of restoration projects and associated parameters such as invasive species, re-vegetation success, water quality, or wildlife monitoring.

9) Support project reporting and evaluation, grant writing, grant reporting, and production of other documents for public/agency review such as the California Department of Fish and Wildlife, U.S. Fish and Wildlife Service and others.

10) Work with other WWW staff to advance scientific investigation to support effective conservation and research.

11) Support existing contract and grant management relationships. Attend meetings with contracting agencies, granting agencies and partners. Support grant and contract management through coding of expenses and tracking against grant and contract budgets for assigned projects.

12) Work with Executive Director to develop new restoration, stewardship, and future community engagement projects along with funding streams to support successful project implementation.

13) Supervise field work crews, restoration program staff, and oversee related organizational processes, such as timesheet coding and performance reviews.

14) Work towards the ongoing and continued improvement of the organization and personal professional skill development over time.

### **REQUIRED KNOWLEDGE, SKILLS, and EXPERIENCE**

We are looking for a team player who is creative, can work independently, has strong problem solving skills and has an interest in improving the restoration and stewardship of the environment of the Watsonville area and Monterey Bay. The ideal candidate will enjoy working in a work environment that is a blend of field projects and other duties.

### **REQUIRED QUALIFICATIONS:**

- B.S. or B.A. degree in a related field
- At least 4 years of demonstrated work experience in managing and implementing habitat restoration projects or related work such as ecological agriculture
- A strong background in horticulture

- An understanding of the approaches that would ensure effective conservation outcomes for a community such as Watsonville
- A strong background and interest in horticulture
- Strong interpersonal skills and ability to communicate effectively with staff, volunteers, and the public
- Knowledge of and experience with CA native plants and environmental restoration or environmental horticulture, forestry or agroecology techniques
- Demonstrated experience with writing or reporting for environmental projects
- Ability to work independently
- A CA driver's license and clean driving record
- Ability to lift 50 lbs.
- Ability to pass a background check

**DESIRABLE SKILLS INCLUDE:**

- Spanish language fluency or strong Spanish language communication ability
- Experience with tree care and urban forestry including an ISA arborist certificate
- Experience supervising others
- Positive experience working with volunteers
- Experience with GPS or GIS related technologies
- Experience with environmental monitoring including water quality, bird populations, amphibian populations, etc.
- Demonstrated experience writing and managing grants and contracts including reporting

**COMPENSATION::** This is a full time position with the possibility for a schedule with greater flexibility. We offer a generous and competitive salary in addition to benefits, based on experience and qualifications. Benefits include health care, vacation, sick time, and a Simple IRA employer retirement plan with a 3% employer match.

To apply: please send a resume and cover letter to [hr@watsonvillewetlandswatch.org](mailto:hr@watsonvillewetlandswatch.org). The deadline to apply is April 17th. If you would like to discuss the position opening, you are welcome to contact Jonathan Pilch, Executive Director, at [Jonathan@watsonvillewetlandswatch.org](mailto:Jonathan@watsonvillewetlandswatch.org).