



Watsonville Wetlands Watch
Patrick J. Fitz Wetlands Educational Resource Center
500 Harkins Slough Road
Watsonville, Ca 95076
www.watsonvillewetlandswatch.org

Job Announcement
Title: Restoration Program Director

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 Pájaro Valley and our education programs provide dynamic outdoor field experiences for over 2,500 Pájaro 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. Watsonville Wetlands Watch envisions a wetland ecosystem that thrives within Watsonville and the greater Pajaro Valley, and a community, which is at the center of its conservation.

Position Overview:

The Restoration Program Director directs the environmental restoration programs of Watsonville Wetlands Watch. This involves project development, management, and project implementation on public and private lands throughout the Watsonville Slough System. The Restoration Program Director supervises the restoration program staff and ensures excellence in program delivery. This is a dynamic position that involves a wide range of projects conducted in collaboration with public agencies and institutions, non-profit and non-governmental

organizations, and private individuals and businesses to advance the restoration of the environmental health of the Watsonville Slough System and greater Pajaro Valley wetlands and watershed. 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.

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 including grant and contract management and ensure that the program achieves desired and required outcomes and deliverables.
- 2) Oversee and implement habitat restoration projects on Watsonville Wetlands Watch managed properties including restoration of freshwater and tidal wetlands, coastal prairie and native grasslands, riparian corridors, wet meadows and marsh habitats.
- 3) 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 junction of the City of Watsonville and Watsonville Slough System and greater watershed area.
- 4) 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. Work in collaboration with other staff and board members in advancing creative approaches to increasing community participation in restoration efforts.
- 5) In collaboration with the Education Programs Director and education staff, oversee and coordinate student field trips and school outreach associated with environmental restoration projects.
- 6) Oversee Watsonville Wetlands Watch native plant nursery production, production planning, and annual native plant sale in coordination with restoration and nursery staff.
- 7) Coordinate monitoring and mapping of restoration projects and associated parameters such as invasive species, re-vegetation success, water quality, or wildlife monitoring.

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

9) Work with other Watsonville Wetlands Watch staff to advance scientific investigation to support effective conservation and research. Support WWW's community science monitoring projects related to water quality, wetland ecology, bird populations, and ecological restoration.

10) 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.

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

12) Supervise restoration and stewardship staff (3.5 FTE) and oversee related organizational processes, such as timesheet coding and performance reviews.

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

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.

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
- 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 or agroecology techniques
- Demonstrated experience with writing or reporting for environmental projects -Ability to work independently
- A CA drivers license and clean driving record
- Ability to lift 50 lbs.

Desirable Skills Include:

- Spanish language fluency or proficiency
- Experience supervising others
- Experience working with volunteers

- Experience with GPS or GIS related technologies
- Experience with environmental monitoring such as with water quality, bird populations, amphibian populations, etc.
- Demonstrated experience writing and managing grants and contracts including reporting

Compensation: This is a 32 - 40 hrs./wk position. Benefits include health care, vacation, sick time, and an employer retirement plan. Compensation is commensurate with experience.

To apply: please send a resume and cover letter to hr@watsonvillewetlandswatch.org. The deadline to apply is January 28th, however the position is open until filled.