



Watershed Restoration Project Coordinator

Initial Review of Applications: January 31, 2025

The Sierra Institute for Community and Environment seeks a qualified individual to fill the position of **Watershed Restoration Project Coordinator** with responsibilities for a growing suite of watershed restoration projects. The Sierra Institute's watershed restoration work emphasizes the collaborative development of meadow and stream restoration and forest road infrastructure improvements that improve ecological function and protect critical aquatic resources. The current project portfolio is centered on a million-acre focal landscape for the South Lassen Watersheds Group, a collaborative addressing forest and watershed management, climate resilience, and economic development in critical upper watersheds of Battle Creek, Mill Creek, Deer Creek, and the upper North Fork of the Feather River.

This is a tremendous opportunity for a talented natural resource professional who is excited to join a collaborative organization expanding capacity for restoration across the Northern Sierra and Southern Cascades. The selected individual will work closely with Sierra Institute staff, non-governmental partners, and federal land management agencies to advance watershed restoration as part of multiple large landscape restoration projects to improve forest resilience across the only anadromous watersheds on public lands in the Sierra Nevada, as well as support post-fire restoration.

Core functions for the Project Coordinator will include assessment, project identification, design, implementation, and monitoring of meadow and riparian restoration projects, as well as for road and stream crossing improvements. The selected individual will also be expected to apply technical and analytical expertise to support the completion of environmental analysis to meet state and federal legal standards (i.e., California Environmental Quality Act, National Environmental Policy Act), as well meeting permitting requirements (e.g. Army Corps 404 Permits, Clean Water Act Sec. 401 Permits, and CDFW Lake and Streambed Alteration Permits). The Project Coordinator will have responsibility for tracking and achieving key deliverables across multiple grants, agreements, and contracts, budget control, leading fieldwork including implementation, supervising 0-2 seasonal and permanent staff, and coordinating the work of multiple subcontractors and partners.

The selected individual will be engaged in a variety of aspects of the Community-based Natural Resource Management program, including providing critical hydrological expertise to forest restoration as part of Sierra Institute's landscape restoration planning and implementation, and will play a key role in connecting watershed restoration projects with Sierra Institute's workforce development programs – including P-CREW, a 21st Century Youth Conservation Corp, and High Roads to Tribal Forest Restoration and Stewardship, a Sierra Institute-led tribal workforce training initiative.

How to Apply

Please send your cover letter, resume, and contact information for three references as **one PDF** to jobs@sierrainstitute.us with "Watershed Restoration Project Coordinator" in the subject line. Applications will be reviewed as they are received, with a comprehensive review of applications will on January 31, 2025.

Desired Qualifications (Entry-level)

- An undergraduate degree in a relevant field (wildland hydrology, geology, fisheries, or related natural resource/environmental sciences), and two years of work experience
- Experience performing geomorphic, hydrologic, or relevant ecological fieldwork
- Demonstrated experience with technical writing for natural resource management
- Ability to meet deadlines both independently and as a team member
- Detail-oriented, organized, and able to work well on simultaneous tasks
- Excellent verbal and written communication skills
- A valid driver's license and access to reliable transportation
- A strong desire to engage in land management issues and collaborative landscape management projects

Desired Qualifications (Mid-level)

- Prior hydrology/meadow/stream-based fieldwork and/or project experience in southern Cascades or northern Sierra Nevada watersheds
- Thorough understanding of environmental analysis and permitting requirements and processes
- Direct experience completing NEPA, CEQA, and restoration permitting
- Experience working in post-fire forested environments
- Expertise managing project budgets, building partnerships, and leading staff

We recognize and expect that not all applicants will have all the qualifications listed. If you believe you have the necessary skills and capacity to perform well in the position, please apply. The Sierra Institute is committed to our employees' professional development and will provide training and development opportunities for the right candidate.

More Details

Compensation

Anticipated salary range: Entry Level - \$55,000 - \$65,000; Mid Level \$65,000 - \$80,000, commensurate with experience. In addition, the Sierra Institute maintains an extensive benefits package, including:

- 85% Employer paid health insurance coverage
- 100% Employer paid dental and vision insurance coverage
- 403(b) retirement plan with a 4% employer contribution, and an employer match up to an additional 4%
- 10 days of paid vacation per year, increasing to 15 days after two years of employment
- 12 days of paid sick leave per year
- 11 paid holidays

Location

The Watershed Restoration Project Coordinator will be expected to reside or relocate to a location within reasonable driving distance of the Sierra Institute's office in the rural northern Sierra town of Taylorsville to enable regular engagement in the field, with staff at the office, and with local partners. This position works both indoors in an office setting and in the field to collect data, coordinate and oversee implementation, and complete monitoring activities. Some travel for meetings, site visits, and workshops is expected, with occasional overnight stays.

About the Sierra Institute

The Sierra Institute promotes healthy forests, watersheds, and communities by investing in the well-being of rural communities and strengthening their participation in natural resource management. Our

work is grounded by the concept of triple bottom line values, supporting initiatives that simultaneously benefit the environment, economy, and equity within a given landscape. The Sierra Institute's office is in Taylorsville, CA (pop. 154), which lies within a large mountain meadow referred to as "Indian Valley," that includes the communities of Greenville and Crescent Mills.