



COPPER RIVER WATERSHED PROJECT

≈Upriver and down, salmon are common ground≈

Title: Watershed Stewardship Program Manager

Supervisor: CRWP Executive Director

Position type: Regular full-time, salary

Position will be open until filled

Summary of Position

The Copper River watershed is one of the last remaining intact watersheds that support all 5 species of wild salmon and that supports commercial, sport and subsistence salmon fisheries. The cultural, environmental and economic importance of this region is unprecedented. Good stewardship of this critical region for healthy salmon as well as healthy wildlife and communities, are the core foundation and belief at the CRWP. Roughly the size of West Virginia, this vast landscape has complicated landownership, including federal, state and Tribal management systems spread across small communities over a large area.

The Copper River Watershed Project (CRWP) serves the region's communities and landscape through watershed-wide planning and projects. CRWP seeks a Watershed Stewardship Program Manager to implement several restorative services that are needed to ensure the Copper River watershed is maintained or improved in functionality for our salmon-based communities, cultures, and economies. The CRWP develops and implements programs with 'on the ground action' to support a healthy watershed through community engagement and partnerships across land ownership boundaries. Our Watershed Stewardship Program Manager will play an important role in engaging on-going stewardship conversations across the region, community engagement, and planning and project implementation to support the long-term health of the watershed.

Stewardship services for the Copper River watershed include planning and implementation of:

- **Invasive species management**
 - Monitoring, treatment and eradication of infestations on private and public lands
 - Community event planning and education programming to increase awareness and stewardship by private landowners
 - *Mini-grant Award Program Implementation* supporting invasive plant treatments throughout Alaska
- **Cleanup Events**
 - Coordinate working groups, to include landowners, for clean-ups that remove trash and other hazardous materials from anadromous waters and nearby lands
 - Fundraise for cleanup events
- **Salmon stream restoration support**
 - Post-construction site vegetation assessment and revegetation planning
 - Bioengineering projects to reduce erosion
 - Native seed planning and sourcing
 - Participate in group planning for the Copper River region on topics associated with climate change and land planning to support fish habitat

The Watershed Stewardship Program Manager is based in Cordova and will work on project management for varying services needed to encourage, inspire and demonstrate stewardship and best practices for maintaining watershed health. There will be a focus on partnership building and planning for invasive species management, habitat cleanups, and restoration of fish habitat, both associated with and independent of fish passage improvement projects. This Program Manager will work closely with CRWP staff, partners and landowners to gather resources and information during long-term watershed planning and pursue funding to support these projects.

The Watershed Stewardship Program Manager will need to maintain a current understanding of and be able to effectively communicate and role-model best practices for reducing the impact of human activity on aquatic habitat and hydrology as well as reducing the introduction of non-native species to the watershed. When appropriate, projects will directly involve community members, including youth, in hands-on restoration activities that enable them to participate in best practices and active restoration they can continue independently. Because of the importance of these outreach and engagement activities to stewardship, applicants will need strong interpersonal skills and a desire to bring people together for a collective good.

The Watershed Stewardship Program Manager is a permanent position at the CRWP at 100% time annually. This position oversees and coordinates an average of 6 or more grants per year covering restoration work and partnerships in the Copper River watershed. The Watershed Restoration Program Manager spends roughly 80% of their time completing office related tasks and up to 20% of their time completing field related tasks depending on seasonal hires.

The Watershed Stewardship Program Manager will coordinate with the CRWP Program Director and Executive Director for program planning and budgeting. Funding has been secured for the first 24 months from the time this position is filled, at which point fundraising planning will be required for continuation of the position. Some additional duties outside those listed above will periodically be required when there is capacity. These duties are eligible to be charged to different grants not managed by this position; e.g. fish passage project work or youth education assistance.

Duties

Grant, data and financial management:

- Manage several federal and non-federal grants that support projects, including developing budgets, submitting progress reports, reimbursement requests, and completing grant agreement paperwork.
- Work with CRWP staff to identify and pursue continued funding for stewardship programs through partnerships, sponsorships and grant proposals.
- Collect and organize field data, using standardized practices and submit to partners and appropriate program platforms.
- Data management and submissions based on grant requirements.

Implement Field Activities:

- Coordinate with partners and staff to implement project-specific activities including; cleanup events, coordinated invasive plant treatment, youth and community education and outreach events, and site visits for restoration planning.
- Engage community members, including youth, in hands-on stewardship projects.

- Hiring and training seasonal staff

Partnership and Communication Management:

- Actively coordinate the Cordova and Copper Basin Cooperative Weed Management Area partners and habitat clean-up working groups.
- Participate in partner meetings for land planning and restoration work.
- Continue existing and develop new partnerships between up and down river organizations to address watershed-wide concerns and issues.
- Work with the ED and Communication Specialist at CRWP to develop and disseminate consistent, effective outreach and program communications including writing articles for; the Spring and Fall newsletter, website, e-newsletters and social media platforms.
- Evaluate program services and communications based on the CRWP Strategic Direction 2021-2031 guiding document.

Organization:

- Monitor and work within the limits of the program budget, in consultation with the Program Director and Executive Director.
- Other duties as requested by the Executive Director.

Qualifications

Minimum Requirements

- **Four-year University degree**
- Strong interpersonal communication skills within the organization, with partners and the broader community
- Willingness to travel throughout the watershed, particularly during the summer field season
- Analytical and data entry skills
- Strong organizational and time management skills, with an ability to meet deadlines, manage multiple grants and structure effective timelines.
- High level of computer literacy and experience
- Relevant experience in program management or program development. Nonprofit experience is ideal but not required.
- Professional, positive, enthusiastic, and approachable attitude that inspires stewardship in partners, volunteers, and youth

Desired Skills and Credentials

- Master's degree or relevant experience is a benefit
- Contract management experience
- Technical field work experience and/or species identification

Hours: 40 hours/week

Compensation: Starting at \$50,000.00, DOE

***Please submit a Cover Letter, Curriculum Vitae and provide three references to lisa@copperriver.org**