



COPPER RIVER WATERSHED PROJECT

~Upriver and down, salmon are common ground~

Title: Watershed Restoration Specialist

Supervisor: CRWP Partnership Administrator

Position type: 18 month term, part-time

Position will be open until filled

Summary of Position

The Copper River watershed is one of the last remaining intact watersheds that support all five 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 Restoration Specialist to support the implementation of restoration efforts 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 Restoration Specialist will play an important role in supporting restoration planning conversations across the region, community engagement, and project implementation to support the long-term health of the watershed.

Specific projects that will be underway during the first 2-year term include replacement of the Eyak Lake Weir, replacement of at least two culverts on the Copper River Delta, culvert removal and re-routing of an ATV trail in the Little Tonsina drainage, re-establishing bankside vegetation on Eyak Lake, and coordinating enhancements to two projects under planned Alaska Department of Transportation work on the Richardson Highway (2026 construction).

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

- **Fish Passage Restoration**

- Assist with pre- and post-restoration monitoring activities.
- Coordinate with the Partnership Administrator to facilitate and document planning and design review conversations with project partners. Multiple projects are moving forward simultaneously, so CRWP staff will need to communicate and coordinate to assure that all projects maintain forward progress.
- Support successful bid processes to ensure compliance with Federal Guidelines.
- During project implementation, assist with on-site communications and coordination with partner or contracted on-site project inspector to keep

project on schedule and to inform partners and the larger community impacted by project activities.

- Help document activities and provide written materials that can be used for grant reporting, new proposals for project funding, and be incorporated into project outreach materials.
- **Streambank stabilization efforts**
 - Coordinate planning and implementation of streambank stabilization efforts, which could include collecting and planting dormant willow shoots, armoring banks with woody debris, and other restoration techniques.
 - Evaluate pre- and post-restoration to evaluate restoration success and fine-tune as needed.
- **Fish habitat clean-up efforts**
 - Work with CRWP staff to coordinate volunteer clean-up efforts and other stewardship activities that protect and/or enhance aquatic habitats.
- **Watershed Education and Outreach**
 - Help develop and deliver watershed-themed, place-based education opportunities with local and visiting students of all ages. May include field trips into local waterways, participation and outreach at community events and workshops, and salmon tank programming during the school year.

The Watershed Restoration Specialist is based in Cordova and will work on project management for varying restoration projects throughout the watershed. This specialist will work closely with CRWP staff, partners, and landowners to ensure careful design and successful implementation of restoration activities.

The Watershed Restoration Specialist will need to maintain a current understanding of and effectively communicate salmon habitat restoration benefits and challenges with partners who bring a range of expertise and perspectives. Familiarity with the culvert replacement process is strongly encouraged. Because of the importance of engaging diverse perspectives, applicants will need strong interpersonal skills and a desire to bring people together for a collective good.

The Watershed Restoration Specialist is a two-year term position at the CRWP. This position will be a part of a team that coordinates an average of four or more projects per year planning and/or implementing restoration work in the Copper River watershed. The Watershed Restoration Specialist will spend roughly 60% of their time completing office related tasks and up to 40% of their time completing field related tasks depending on project timelines.

The Watershed Restoration Specialist will coordinate with the CRWP Partnership Administrator 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. Due to the major restoration activities occurring in Cordova, AK in 2025-2026, preference is for applicants based in Cordova.

Duties

Restoration Project Planning and Implementation Tasks

- Maintain partner communications and scheduling of check-ins with partners
- During the design process, help document partner meetings and maintain partner websites to keep all project-specific files accessible to partners so they can stay on the same page.
- During implementation, support communication between on-site project inspector and project partners to keep partners informed and tap into expertise as needed to solve unanticipated problems that come up during implementation.
- Assist in collecting and organizing field data, using standardized practices to evaluate restoration sites pre and post restoration activities.
- Data and activity tracking and submission based on grant requirements.
- Participate in development of future funding proposals for continued watershed restoration work.

Education and Outreach Activities

- Work with CRWP staff to develop and disseminate consistent, effective outreach and program communications including writing articles for the CRWP newsletter, website, e-newsletters and social media platforms.
- Help plan and implement watershed-themed, place-based hands-on activities for youth, largely in the field as well as school-year salmon tank programming.
- Other duties as requested by the Executive Director and as capacity allows.

Qualifications

Minimum Requirements

- **Four-year university degree**
- Valid driver's license
- 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 projects, and structure effective timelines.
- High level of computer literacy and experience
- Professional, positive, enthusiastic, and approachable attitude that inspires stewardship in partners, volunteers, and youth

Desired Skills and Credentials

- A master's degree or relevant experience is a benefit
- Contract management experience
- Technical field work experience with habitat restoration

Hours: 20-30 hours/week

Compensation: \$25-31.50/hour, D.O.E.

***Please submit a Cover Letter, Resume, and provide three references to executivedirector@copperriver.org.**