**Position Title:** Restoration Ecologist (Project Manager)  
**Location:** Chico, California (remote location with reporting to office is considered)  
**Status:** Full-time, Exempt  
**Start date:** Flexible  
**Reports to:** Senior Restoration Ecologist

A thriving future for California’s environment and communities requires bold vision, creative problem-solving, and relentless determination. This is a critical decade for action and River Partners is growing our team of talented, dedicated change-makers to meet the challenge head on. Join us!

**Who We Are**  
**River Partners brings life back to California rivers.** We’ve revitalized more habitat along impaired California rivers than any other entity in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. We restore thriving native forests and ecosystems that support imperiled wildlife, improve flood safety, boost the state’s climate resilience, replenish and improve freshwater resources, create open space for communities, and build stronger local economies. Since 1998, we have pioneered an innovative, entrepreneurial approach to conservation, combining modern farming, cutting-edge science, and diverse partnerships.

We are meeting the urgent need this decade to restore our riverways and seek passionate team members to help us grow our restoration footprint at an unprecedented pace and scale.

**Why We Do It**  
Healthy rivers are California’s essential arteries that sustain our food systems, economies, communities, and wildlife found nowhere else on Earth. Our riverways support more species and in greater numbers than any other ecosystem in California—making our state a worldwide biodiversity hotspot.

Yet just 5% of our native riverside habitat remains.

State and federal commitments call for exponentially increasing the pace and scale of river ecosystem repair to adapt to accelerating climate impacts. With their critical role in sustaining wildlife, natural resources, and communities, healthy rivers are essential for a flourishing Golden State. The actions we take to restore our riverways during this decade will decide California’s future for generations to come.

**Why You Should Join Us**  
River Partners offers competitive salaries and benefits, including comprehensive health care insurance, flexible spending accounts, a 401(k) plan with immediate employer matching, paid time off, life insurance, disability coverage, employee assistance programs, and other well-being benefits. We’re proud of our supportive culture and focus on work-life balance.

**Position Description**
The Restoration Ecologist works with River Partners’ restoration science, field, and development teams to identify, develop, and execute riparian habitat restoration projects.

The Restoration Ecologist reports to the Senior Restoration Ecologist/Scientist/Manager. Travel for meetings with partners and visiting field sites is expected and could require more than 6 days per month.

**Essential Functions**

- Manage all aspects of multidisciplinary restoration projects through to successful completion, including reporting, budgeting, subcontracting, client relationships, and execution tasks.
- Build and maintain effective partnerships and coalitions with a diverse group of stakeholders to advance River Partner’s mission and projects.
- Train, supervise, and develop staff as a supervisor and leader in the organization.
- Assist in preparing proposals and in the development of channel, floodplain, and riparian protection and restoration projects.

**Responsibilities:**

- Manage projects ensuring that activities, budgets, and milestones are coordinated and updated on a frequent basis to ensure that project scheduling, spending, and reporting can expeditiously support project objectives and billing cycles.
- Collaborate with the restoration science and field leadership to test and develop innovative restoration strategies.
- Serve as a recognized subject-matter expert in the field; preparing and managing complex environmental analyses; and making decisions based on these analyses, context, and dynamic information.
- Monitor, oversee and report strategic initiative progress to ensure alignment with goals and objectives of the organization and regional planning.
- Represent River Partners before the public, elected officials, agencies, academics, stakeholders, and non-profits to generate support for and collaboration with River Partners’ programs.
- Commitment and enthusiasm to carry out River Partners’ mission in collaboration with departments.
- Initiate and direct changes to increase efficiency and meet objectives.
- Design and maintain geodatabase to meet organizational needs.
- Perform data analysis, data modeling, and imagery interpretation.
- Lead a team to design, permit, and monitor restoration projects with a keen interest in staff retention and recruitment.
- Communicate clearly via written, spoken, and graphical means in English.
- Enjoy working outdoors with diverse people and organizations to get things done.
- Other duties as requested.

**Qualifications**

- BA/BS degree and 5 years’ experience in restoration, agriculture management or related
field, or equivalent combination of education and experience. Experience in agricultural techniques, aquatic, or terrestrial ecology is preferred.

- Demonstrated experience planning, developing, and implementing projects, including managing finances and coordinating work to meet deadlines.
- Competency managing California and Federal environmental permitting such as NEPA/CEQA, ESA, CDFW Code, California Water Code, Clean Water Act Section 404/401.
- Supervisory experience, including training, motivating, leading, and managing performance.
- Experience with the following software in a scientific setting: relational management database systems, ArcGIS Pro and Online, mobile data collection apps (e.g. ESRI Field Maps, Survey 123), scripting languages (e.g. Python, SQL, R).
- Designed best practices for data access and documentation in a team environment.
- Excellent verbal, analytical, organizational, and written skills, including data visualization and science communication to technical and non-technical audiences.
- Integrity and ethics beyond reproach.
- Valid California driver’s license with no restrictions.
- Ability to communicate in basic Spanish (preferred, but not required).

**Compensation**
Salary is commensurate with experience, anticipated to range between $60,000 and $80,000 annually. River Partners offers a generous benefits package including ample holidays and paid time off, flexible location and hours, medical insurance, and up to 4% 401k matching.

**Location**
This position is based in Chico, California. Remote work with reporting to the office may be considered.

**To Apply**
Please submit a cover letter, resume, and contact information for three references in a PDF saved with your last name and the position job title separated by an underscore (e.g., Smith_Restoration Ecologist/Project Manager) to jobs@riverpartners.org.

**Application Deadline**
Review of applications will begin immediately and continue until the position is filled.

**Equal Opportunity Employer**
River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, religion, age, status as a protected veteran, status as an individual with disability, or any other protected group status or non-job-related characteristic as directed by law.