

**Position Title:** Assistant Field Manager

**Location:** Bakersfield

**FLSA:** Full-Time/Exempt

**Reports to:** Field Manager

**Pay Scale:** \$68,640.00 to \$76,000.00

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**

A tenacious nonprofit founded in 1998, **River Partners brings life back to California rivers.** We advance an innovative model of conservation that harnesses the power of restored riverways to create a thriving future for the state's environment and communities.

Blending modern farming practices, cutting-edge science, and diverse alliances, River Partners reforests and reconnects river landscapes and critical wildlife corridors at an unprecedented pace and scale. We've restored more habitat along impaired California rivers than anyone else in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. Our efforts result in a suite of tangible wins for struggling wildlife, flood safety, climate resiliency, water conservation, healthy communities, and strong local economies.

We are growing fast and looking for passionate team members to help us increase our pace and scale of restoration.

### **Why We Do It**

Healthy rivers are essential for a vibrant California. They provide fresh water for growing our food, economy, communities, and wildlife found nowhere else. Rivers 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. What's left needs reviving.

The actions we take during this decade will decide California's future. With their exponential benefits for wildlife, natural resources, and communities, healthy rivers are critical for a flourishing Golden State 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 Assistant Field Manager will assist the Regional Director and Restoration Field Manager to manage and implement riparian habitat restoration projects.

**Supervisory Responsibilities:** This position will have supervisory responsibilities.

**Essential Functions and Responsibilities of This Position Include:**

- Responsible for programming and annual budgeting submissions and ensures program accomplishments are within budget allocations. Makes recommendations for budget adjustments.
- Provides the lead in initiating, reviewing, coordinating, program development, budgeting, implementation, and monitoring of the annual work plan for restorations programs under the Field Manager's direction
- Plans work to be accomplished by subordinate staff; makes assignments based on capability and expertise; evaluates the work performance of subordinates
- Develops performance standards; gives advice or instruction to subordinates on work and administrative matters
- Assist in the planning, scheduling, or coordination of construction/restoration project activities to meet deadlines.
- Assist in preparing and submitting budget estimates, progress reports, or cost tracking reports.
- Assist in preparing contracts or negotiate revisions to contractual agreements with landowners, consultants, clients, suppliers, or subcontractors.
- Assist in implementing new or modified plans in response to delays, bad weather, or construction/restoration site emergencies.
- Assist in the development or implementation of quality control programs.
- Requisition supplies or materials to complete construction/restoration projects.
- Supervise and train entry-level field technicians, youth conservation labor crews, and interns.
- Reviews completed projects for conformance with objectives and prescribed standards. Completed assignments often serve as recommendations.
- Assist in the preparation and updates of project budgets, reports and timelines
- Prepare reports as required by grant and contract agreements
- Attend and participate in project site visits, inspections, and trainings
- Assist in Quality Control (QC) duties of projects
- Assist in implementing health and safety plans and procedures
- Operate tractors and other equipment for site preparation activities such as mowing and disking.
- Operate herbicide spray rigs in a safe and controlled manner to effectively eradicate weeds
- Supervises field crews in planting, irrigation, spraying, and other agricultural duties.
- Irrigate restoration plantings as needed and maintain irrigation systems.
- Assist in purchasing materials and supplies from vendors and coordinating deliveries and the work of subcontractors.
- Provide regular communication with the Restoration Field Manager and Field Foremen on project progress and field conditions.

- Collect, process, and deliver native plant materials. Assist with the collection of monitoring data.

**Qualifications:**

- Valid California driver's license with clean DMV Record.
- BS in agriculture, biology, ecology, environmental science or related science.
- Knowledge of agricultural equipment and practices.
- Ability to lead a team effectively
- Ability to install, operate and schedule irrigation systems.
- Possess the ability to communicate in basic Spanish (preferred, but not required).
- Proficiency with Microsoft Office.
- Ability to work effectively in a team environment.
- Commitment and enthusiasm to carry out River Partners mission.

**Compensation & Benefits**

Exempt position. Pay Range Annually \$68,640.00 to \$76,000.00

River Partners offers a generous benefits package including ample holidays and paid time off, an alternative work week schedule, flexible location and hours, health insurance, and up to 4% 401(k) match on your contribution.

## To Apply

**Please submit a cover letter, resume, and contact information for three references to the link below**

[Careers at River Partners](#)

**River Partners is an 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.