

Associate Restoration Scientist, Supervisory

Location: Southern California

Status: Full-time, Non-Exempt

Start date: Flexible

Reports to: Restoration Science 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, tenacious 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 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, 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. We strive to create an environment that brings fulfillment to our team members' personal lives by offering paid time off, an alternative work schedule, and flexible hours.

Position Description

The Supervisory Associate Restoration Scientist collaborates with the larger Restoration Team to identify, evaluate, implement, and complete restoration activities. This position reports to a Restoration Science Ecologist and regularly works in outdoor conditions to conduct field monitoring and data collection, providing essential insights for project planning and data-driven decision-making. This position may supervise Restoration Technicians, Restoration Science Specialists, Interns, Restoration Science Scholars, and Climate Fellows.

Essential Functions and Responsibilities

(20%) Supervision and Training

- Supervise part of the Restoration Science Team to deliver large-scale ecological restoration projects on time, within the budget, and with the highest standards of project performance.
- Lead River Partners' intern program and directly supervise up to 10 Restoration Science Interns, Fellows, and/or Temporary Technicians within the region and across regions.
- Participate in developing workplans, training plans, performance appraisal, timesheets, and expense reports.
- Maintain a personal 70-20-10 plan in partnership with your supervisor, and share with peers and direct reports.
- Ensure compliance with workplace regulations in collaboration with the Safety & Office Manager.
- Exercise sound judgement in elevating issues for support or review by senior leadership.
- Maintain and support good working relationships with clients and vendors.
- Schedule staff time and other resources to fulfill project monitoring obligations while contributing to organizational outcomes such as organization-wide impact tracking, seed collections, and developing restoration science partnerships.
- Regularly travel to project sites and regional offices to complete job duties and collaborate with the larger Restoration Science Team.
- Foster positive working relationships amongst Restoration Science, Field Restoration and Administrative teams to support excellent project delivery.

(70%) Project Planning, Monitoring, and Development

- Conduct data collection and analysis to support site evaluation and conception scoping.
- Participate in writing and analysis to assist in project planning and design, cost-estimation, budgeting, partnership cultivation, and work planning to support the Restoration Team in delivering excellent restoration projects and the Development team in securing new restoration projects (grants and contracts).
- Support the Restoration Team to:
 - Ensure timely and budget-complaint agreement deliverables.
 - Proactively monitor budgets and schedules, revise workplans, troubleshoot project obstacles, and manage productive relationships with clients and regulators.
 - Collect field data and perform literature review and synthesis to inform and monitor restoration projects using data-drive approaches.
 - Clearly communicate project developments, constraints, and opportunities to direct reports, peers, external partners, and the Leadership Team.
 - Advance the science of Restoration Ecology through management of research partnerships, site studies, field trials, and demonstrations using River Partners' projects as living laboratories.
 - Adhere to sensitivity and permit compliance requirements.

- Use projects and project partner relationships to maintain and grow restoration project adaptation, learning, and improvement.
- Support the Development Team to:
 - Scope new projects including staff time, equipment and supplies, and technical analysis/support needs.
 - Develop realistic project outcomes, workplans, and schedules for proposals.
 - Generate technical language for grant proposals as requested.
- Support Advancement Director to secure private funding for projects and initiatives:
 - Prepare materials and represent River Partners at site tours and pitch meetings as requested.
 - Annually scope and budget planned expenditures for Restoration Science Interns (special research, intern programs, certifications, etc.).
- Support Heritage Growers:
 - Regularly scope and forecast seed and plant requirements for restoration projects.
 - Scout and participate in wildland seed collections.
 - Collaborate with Heritage Growers to pilot and test new ecotypes in restoration projects.

(10%) Communications – Internal and External

- Share project and team issues with appropriate team leads and senior leadership at River Partners.
- Serve as an organizational ambassador for conferences, site tours and project visits with vendors, partners, and clients.
- Know and coach staff and peers from Field Restoration Team to know the specific details of project implementation and outcomes including:
 - Timeline, tasks, and budget.
 - Special regulatory permit conditions and sensitivities (for example cultural resources).
 - Conceptual site model and intended measurable outcomes.
 - Strategic partners and regional importance of project.
- Inspect project sites and collaborate with Safety & Office Manager, CFO, Senior Director of Field Restoration, and Director of Communications to highlight successes and outcomes, correct errors and respond to challenges.
- Cultivate collaboration amongst Field Restoration and Restoration Science teams to ensure project compliance with permitting conditions, restoration plans and best available science.

Required Knowledge, Skills, and Abilities

- Working knowledge of California plants, riparian ecology, hydrology, soils, and wildlife.
- Familiarity with California and Federal environmental permitting including NEPA/CEQA, ESA, CDFW Code, California Water Code, and Clean Water Act Section 404/401.

- Ability to collaborate with diverse team members and community partners with poise, vision, and respect.
- Working understanding of statistics and experimental design.
- Intermediate skills in collecting, organizing, and analyzing field data, including spatial data and maps.
- Excellent verbal, analytical, organizational, and written skills, including data visualization to technical and non-technical audiences.
- Integrity and ethics beyond reproach.

Qualifications

- BS and a minimum of 3 years of experience in Ecology, Wildlife Management, Restoration, or a related field. Relevant experience may substitute for education.
- Experience working with GPS/GIS applications.
- Experience in ecological monitoring and program-building in ecological assessment.
- Demonstrated skill in leadership and people management.
- Proficiency in working with Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), and SharePoint.
- Valid California driver's license with no restrictions.
- Ability to communicate in Spanish (preferred).
- Commitment and enthusiasm to carry out River Partners' mission.

Compensation

Salary is commensurate with experience, anticipated to range between \$24.03 to \$31.25 hourly or \$50,000 and \$65,000 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 reports from our San Diego office. Some travel is required. A hybrid schedule may be approved after the introductory period.

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 and location separated by an underscore (e.g., Smith_Restoration Science Associate, SoCal) to jobs@riverpartners.org.

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

Working Conditions/Physical Effort

Overall: Office and outdoor working conditions.

Does this job have any travel requirements? ☒ Yes ☐ No

Percentage of time spent traveling:

- ☐ 10-25%
☒ 26-50%
☐ >50%

Travel is by (check all that apply):

- ☒ Car
☒ Airplane
☐ Other: _____

Describe the specific job duties that require the physical demands selected below:

- Working on a restoration site with agricultural-type equipment.
- Working at a computer, using a copier, and reading documents.

Does this job require that weight be lifted or force be exerted? If so, how much and how often?
Check the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 25 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sit	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Use hands to handle or feel	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Reach with hands and arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Climb or balance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch, or crawl	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talk or hear	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Taste or smell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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How much noise is typical for the work environment of this job? Check the appropriate level below.

- ☐ Very quiet (examples: forest trail, isolation booth for hearing test)
- ☐ Quiet (examples: library, private office)
- ☐ Moderate noise (examples: business office with computers and printers, light traffic)
- ☒ Loud (examples: metal can manufacturing department, large earth-moving equipment)
- ☐ Very loud (examples: jack hammer work, front row at rock concert)

How much exposure to the following environmental conditions does this job require? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Extreme cold (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with explosives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Does this job have any special vision requirements? Check all that apply.

- ☒ Close vision (clear vision at 20 inches or less)
- ☒ Distance vision (clear vision at 20 feet or more)
- ☐ Color vision (ability to identify and distinguish colors)
- ☐ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- ☒ Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
- ☐ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
- ☐ No special vision requirements



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, gender expression, marital status, pregnancy, disability, medical condition religion, age, military or veteran status, or any other protected group status or non-job related characteristic as directed by law.