



Assistant Field Manager

Position Title: Assistant Field Manager

Location: Sacramento Valley

FLSA: Full-Time/Exempt

Reports to: Field Manager

Pay Scale: \$70,304.00 to \$77,000.00

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.

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 negotiating 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 participates 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 affectively
- 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 \$70,304.00 to \$77,000.00

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](#)

For any questions regarding your application, please contact Human Resources at jobs@riverpartners.org.

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

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.

Working Conditions/Physical Effort:

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: _____

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	☐	☒	☐	☐
Up to 25 pounds	☐	☒	☐	☐
Up to 50 pounds	☐	☒	☐	☐
Up to 100 pounds	☐	☒	☐	☐
More than 100 pounds	☒	☐	☐	☐

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	☐	☐	☒	☐
Walk	☐	☐	☒	☐
Sit	☐	☒	☐	☐
Use hands to handle or feel	☐	☐	☒	☐
Reach with hands and arms	☐	☐	☒	☐
Climb or balance	☐	☒	☐	☐
Stoop, kneel, crouch, or crawl	☐	☐	☒	☐



Talk or hear	☐	☒	☐	☐
Taste or smell	☒	☐	☐	☐

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)	☒	☐	☐	☐
Work near moving mechanical parts	☐	☐	☒	☐
Work in high, precarious places	☒	☐	☐	☐
Fumes or airborne particles	☐	☒	☐	☐
Toxic or caustic chemicals	☐	☒	☐	☐
Outdoor weather conditions	☐	☐	☒	☐
Extreme cold (non-weather)	☒	☐	☐	☐
Extreme heat (non-weather)	☒	☐	☐	☐
Risk of electrical shock	☐	☒	☐	☐
Work with explosives	☒	☐	☐	☐
Risk of radiation	☒	☐	☐	☐
Vibration	☐	☒	☐	☐

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

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

- Operating agricultural-type equipment.