

WATERSHED PROJECT COORDINATOR



Why work at MWA?

- MWA is a 501(c)(3) non-profit watershed group committed to working with landowners and stakeholders to “protect the best and restore the rest” while balancing ecological and societal needs
- Live & work exclusively in the remote and scenic Memphremagog, Coaticook, and Tomifobia basins in the Northeast Kingdom, VT
- Work with interdisciplinary partners, agency staff, conservation districts, and consultants to develop, design, and implement watershed restoration and water quality projects
- Contribute to developing a regional reputation for leading critical and cutting-edge watershed planning and restoration efforts

Position Summary

MWA is seeking a restoration ecologist or watershed scientist with at least 2 years' experience in ecological restoration project work. This position is focused on identifying, developing, funding, designing, permitting, and implementing Clean Water projects to meet the [Memphremagog TMDL](#) following strategies outlined in the [Basin 17 Tactical Basin Plan](#). Approximately 50% of the Coordinator's time will be funded by the Riparian Lands Program and dedicated to performing riparian, geomorphic, and aquatic organism passage assessments. Based on these assessments, the Coordinator will develop water quality and habitat restoration projects focused on phosphorus reduction and aquatic habitat enhancement. The remaining 50% will be spent assisting with project identification and development in the lake shoreland, agricultural, stormwater, road erosion, and forest trail work sectors. Assessments and prioritization will inform targeted landowner outreach to propose voluntary, grant-funded Clean Water projects. Working under MWA's Project Manager, the Coordinator will be responsible for progressing Clean Water projects from concept phase through preliminary and final design, permitting, construction, and adaptive management.

This position is primarily funded by the Great Lakes Fisheries Commission through the VT Fish & Wildlife Department. Other funding sources include Lake Watershed Action Plan contracts, Design-Implementation Block Grants, and Water Quality Restoration Formula Grants. This position will split field and office work approximately 50:50, with substantial seasonal variability. The position is in Newport, VT and will require local field and office work, with options for hybrid-remote schedules.

Minimum Qualifications

- BS in watershed science, ecology, hydrology, environmental engineering/science, or similar
- Experience performing field work such as water quality sampling, geomorphic assessments, plant community mapping, wetland delineation, fish surveys, soils classification, etc.
- Strong proficiency with ArcGIS Pro, including geospatial analysis and cartography
- Experience with CAD, landscape design/architecture, or bioengineering design
- Proficiency with data entry, analysis, and visualization
- Two years of professional experience including technical writing and communication
- Ability to convey complex scientific and ecological processes to a mixed audience
- Valid Driver's License & personal transportation (mileage reimbursed)

MWA was founded in 2007 as an organization dedicated to the preservation of the environment and natural beauty of the Memphremagog watershed and to ensure its protection for generations to come.

Preferred Qualifications

- Foundational understanding of ecological and watershed restoration, water quality, best management practices, sediment and phosphorus loading, and stormwater management
- 3+ years' professional experience in water quality or aquatic habitat restoration project work
- Experience acquiring and managing grant funds, soliciting and responding to Requests for Proposals, managing subcontractors, budgeting, and reporting
- Confident and comfortable performing direct, targeted outreach to landowners and businesses to obtain support for water quality and fish & wildlife projects
- Demonstrated understanding of natural resource regulations and permitting
- Sensitivity to a range of perspectives on land management/ethics, cultural & socioeconomic dynamics, and racial diversity within the region

Physical Demands:

This position is physically demanding, and the following activities are necessary to fulfill the position.

- Ability to navigate in remote settings and traverse up to 3 miles over uneven terrain at all times of the year
- Must be able to lift 50 pounds, wade flowing streams, plant trees, collect native seed, etc.
- Ability to work at an office desk and outdoors through occasional harsh or variable weather conditions
- Ability to travel throughout northern VT; ability to acquire valid U.S. passport is beneficial

Compensation

MWA offers competitive wages in our region and industry. This includes up to 10 paid holidays, 10 paid vacation days, and pro-rated sick leave. Hourly wage starting at \$22+; negotiable based on experience. Current Federal mileage reimbursement rate.

Start Date

April 2024

Hours

32-40 hours per week, generally working within the hours of 7 am–7 pm, M-F, with occasional weekend and/or evening work. Flexibility to accommodate weather, grant deadlines, and seasonality is a must.

Apply:

Please apply by submitting a resume and cover letter to MWA Project Manager, Patrick Hurley: phurley@mwavt.org

MWA is an equal opportunity employer. Candidates who identify with groups that are frequently underrepresented in the science, engineering, technology, and math fields are highly encouraged to apply. All candidates will be considered for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, age, or protected veteran or disabled status or any other category protected under law.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.