



1221 Farmers Lane, Suite F
Santa Rosa, CA 95405

707.569.1448
www.SonomaRCD.org

Employment Opportunity: Watershed Restoration Program Manager

Employer: Sonoma Resource Conservation District

Work Location: Main office in Santa Rosa, Sonoma County, California, with option for partial remote work; field work throughout Sonoma County.

Status: Full-Time, Non-Exempt (1.0 FTE), including some evening and weekend hours. This at-will position is fully funded for one year, and continued employment is contingent on additional funding. Continued funding is expected.

Starting Compensation: \$47.48-\$49.85 per hour, depending on experience.

Posting Date: October 6, 2025

Estimated Start: Start date flexible, depending on availability.

Organizational Background

The Sonoma Resource Conservation District (RCD) is a non-regulatory, local government entity empowered to manage soil, water, fish, and wildlife resources for conservation. In existence since the 1940s, RCDs are local grassroots conservation delivery systems that identify local conservation problems and guide solutions on a voluntary basis. The RCD covers 85% of Sonoma County and includes portions of the Russian River, Petaluma River, Sonoma Creek, Stemple Creek, and Gualala River Watersheds. The RCD has a budget of \$4.5MM and is almost exclusively grant and contract funded. Our mission is carried out by a governing board of seven directors (Board) and an interdisciplinary team of 17 professionals through four program areas: agriculture, community engagement, forestry, and water resources carried out via LandSmart® Planning, On-the-Ground, and Education. For more information visit our website at sonomarc.org

Justice, Equity, Diversity, and Inclusion

The Sonoma Resource Conservation District is committed to incorporating justice, equity, diversity, and inclusion to evaluate, enhance, and expand our programming, deepen our connections with community partners, and strive to better serve our entire District. We recognize the importance of working to build and sustain an inclusive and equitable culture within our organization to effectively serve our District, improve access to economic opportunity, and create landscape-scale resilience for our current and future generations. We strive to ensure that water, soil, working lands, and wildlife habitats are conserved for all as we promote collaboration, employ innovative solutions based on science, respect our diverse communities and their connections to land, and empower members of our community to be active stewards of our natural and cultural resources.

Position Summary

The Watershed Restoration Program Manager will lead the planning, development, and implementation of watershed health, habitat restoration, and water resiliency initiatives across the district. This leadership role involves managing a dynamic team of natural resource professionals and collaborating with landowners, community partners, and agencies to deliver impactful, science-based conservation projects. The Program Manager will oversee efforts including salmonid habitat restoration, streamflow enhancement, drought and fire resilience, water quality improvement, and groundwater management. They will work with a variety of partner organizations as well as landowners and land managers to accomplish the RCD's mission and drive measurable

change across the District. The Program Manager will also ensure project success through strong planning, budgeting, staff supervision of two to three direct reports, and partner collaboration. The ideal candidate brings strong project management skills, technical expertise, strategic thinking, and excellent communication abilities to help lead meaningful, landscape-scale conservation in some of California's most ecologically rich and scenic environments.

This individual must be highly motivated, thrive in a collaborative team setting, and possess strong organizational skills, attention to detail, and the flexibility to respond to shifting priorities. This position allows for a diverse workload both in the office and the field. The Program Manager reports directly to the Executive Director and plays a key role on the RCD's conservation program leadership team.

Essential Functions

- Provide strategic program leadership by developing and executing projects and initiatives that align with program goals and organizational strategic priorities.
- Lead grant writing, fund development, and partnership development efforts to sustain program momentum.
- Provide technical assistance to landowners and managers on a variety of natural resource concerns.
- Manage conservation projects on working lands from initial planning through implementation and monitoring, including efforts such as rural and ranch road assessments for sediment reduction, invasive vegetation management, rainwater catchment system development, streamflow and floodplain enhancement, stormwater and groundwater recharge, low-tech process-based restoration, and riparian restoration.
- Possess knowledge and experience in securing all necessary permits—including CEQA compliance—for water resource and habitat enhancement projects, as well as meeting associated monitoring requirements.
- Strong Geographic Information Systems (GIS) skills and experience.
- Manage RCD grant compliance, including bid preparation, contract fulfillment, contractor insurance and licensing, labor law adherence, contract negotiations, and long-term monitoring of conservation projects across the District.
- Manage grant agreements and contracts by overseeing funder relationships, reporting, deliverables, and budget monitoring, while maintaining regular communication with management and direct reports.
- Collaborate with partner organizations to build strong relationships, align priorities, leverage collective efforts, and co-develop conservation initiatives in key watersheds.
- Represent the RCD at community events, including networking, tabling, and speaking as needed.
- Supervise, mentor, and support assigned staff, ensuring clarity in roles and professional development.
- Promote a culture of accountability, teamwork, and continuous improvement across the team.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Applicant Qualifications

The following competencies represent the knowledge, skills, and abilities required for this role.

Required Qualifications

- Bachelor's or advanced degree or equivalent coursework in environmental science, biology, natural resource management, or a related field.

- At least five (5) years of experience in conservation planning and implementation as a project manager level or above, including contractor oversight and contract administration.
- Strong personnel management skills, including delegation, feedback, and workflow management.
- Experience designing, implementing, and evaluating complex watershed health and restoration projects, with a focus on measurable outcomes and continuous improvement.
- Working knowledge of and interest in natural resource conservation principles and science, specifically channel restoration using natural materials (bioengineering, process-based restoration, brush packing, large woody debris), sediment reduction techniques, water quality, stormwater management, and native plant communities.
- Proven ability to build and maintain positive relationships with diverse stakeholders, including community groups, public agencies, landowners and land managers, and private sector partners.
- Experience in identifying and developing funding proposals, with the ability to support broader organizational fund development efforts in collaboration with multiple teams.
- Experience working on multi-stakeholder collaborative watershed planning processes.
- Strong organizational skills with the ability to manage multiple priorities, workflows, and budgets effectively, ensuring deadlines and project milestones are met.
- Ability to work collaboratively across teams and integrate efforts into broader organizational goals. Proven experience engaging with diverse community groups, addressing barriers, and fostering inclusivity.
- Proficiency in office productivity software (e.g., Microsoft Office Suite), email and calendar management, and video-conferencing tools. Skilled in utilizing GIS for visualizing, managing, and analyzing geospatial data.
- Strong understanding of organizational safety policies, occupational health and safety standards, and relevant regulations governing watershed health and restoration projects. Possesses knowledge of permitting requirements for special-status species collection and study, as well as policies, permitting processes, and regulatory frameworks related to vegetation management, rural and ranch roads, and restoration projects (e.g., CEQA, NEPA, prevailing wage). Stays informed of best practices and compliance requirements to ensure project adherence to legal and environmental standards.
- Effective problem-solving and conflict resolution skills, with the ability to mediate differing views and facilitate consensus in challenging situations.
- Personal and professional commitment to diversity, equity, and inclusion in the workplace.
- Creativity, sense of humor, “can do” spirit, collegiality, and flexibility in a dynamic and team-oriented work environment.
- Ability to obtain professional licenses that support and advance program goals, such as Certified Professional in Erosion and Sediment Control (CPESC) or other relevant certifications.
- Ability to communicate effectively in English, both verbally and in written form, sufficient to convey information and instructions to the public, colleagues, and Board members.
- Flexible hours are required, including some weekday nights and weekends, to attend community events, meetings, and conferences.
- Must be at least 18 years of age at the time of employment.
- A valid driver’s license, vehicle, and proof of auto insurance is required at the time of hire.

Desired Qualifications

- Certified Professional in Erosion and Sediment Control (CPESC).
- Experience working under state and federal grants, including budget management and reporting.
- Experience supervising heavy equipment contractors and work crews.
- Ability to communicate effectively in Spanish, both verbally and in written form, sufficient to convey information and instructions to the public.

Work Environment

Work is performed in an indoor/outdoor setting to include:

- Field settings that include various terrains, dense vegetation (with possible exposure to poison oak, ticks, snakes, and mosquitos), and hot, cold, and wet conditions.
- A professional office environment that includes the operation of standard office equipment such as computers, phones, copiers, calculators, and filing cabinets.

Physical Requirements

Work in the field requires prolonged standing, walking long distances across rugged or uneven terrain in all weather conditions, climbing, jumping, stooping, kneeling, crouching, crawling, and recurring bending, lifting, reaching, and carrying of items weighing up to 30 pounds. Changes in lighting such as alternating bright sunlight and dark shade are encountered. Noise levels constantly vary. Work in the office requires frequently remaining in a stationary position, operating a computer and other standard office equipment, conversing by telephone and in person. Work in the field and in the office requires near and far visual acuity for expansive reading, computer operation, editing of documents, map interpretation, and data collection. Driving required for local travel.

Compensation/Benefits

The starting compensation for this position is \$47.48-\$49.85 per hour, depending on experience. Benefits for this position include employer-sponsored medical, dental, and vision insurance (100% coverage for employee; dependent coverage available at 100% cost to the employee); \$50,000 employer-sponsored life insurance policy; a 401(a) retirement plan with a non-matching employer contribution of 5.00% and the option to make voluntary pre-tax contributions into a 457(b) plan; paid time off and holiday leave; and an employee assistance program. **No relocation assistance will be provided.**

How to Apply

We encourage individuals who believe they have the skills necessary to thrive in this role to apply, even if they do not meet all the qualifications outlined. Please submit cover letter, resume, and three professional (3) references in one PDF document to hr@sonomarcdd.org with the title "Watershed Restoration Program Manager" in the subject line. **Applications must be received no later than 5:00 PM Pacific Standard Time on October 24, 2025. No phone calls please.**

The Sonoma Resource Conservation District is an equal opportunity employer where all aspects of employment are based on competence, merit, and performance. We prohibit discrimination based on race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, and any other status protected by state or federal law.