Position available: Wild Lands and Water Program Manager
Desired start date: April 18, 2022
Submission application deadline: Mar 2, 2022

About Central Oregon LandWatch
For more than 35 years, Central Oregon LandWatch has worked to defend and plan for our region’s livable future. As the rate of population growth continues to accelerate, there is a critical need to ensure a balanced, sustainable, and planned approach that guides growth where it belongs and protects the land and water that sustain communities and ecosystems. Using law, policy, planning and community organizing, Central Oregon LandWatch works to meet this need.

Commitment to EDI Principles
LandWatch is committed to advancing the principles of equity, diversity and inclusion in our work. With the help of consultants and experts, we will develop an organization-wide action plan to ensure that our work enhances an environment where every Central Oregonian can reach their full potential. We are seeking a candidate who is willing to grow alongside their colleagues and actively contribute to this process.

Summary of Position
Title: Wild Lands and Water Program Manager
Supervised by: Executive Director
Supervises: One direct report
Status: Full-time, 40hr/week, FLSA exempt, salaried
Salary Range: Negotiable starting at $65,000
Benefits: 100% employer paid health/dental insurance plus 50% for dependents/families; 4% employer retirement plan match; 3 weeks paid time off in first year, 4 weeks in years 2-4, 5 weeks in years 5+; 10 paid holidays; 12 week (4 paid) family/medical leave policy; dog friendly office space and other benefits offered by Embark Bend coworking space; commitment to professional development.

Our Ideal Candidate

Studies show that women and people of color are less likely to apply for jobs unless they believe they meet every qualification listed in a job description. Wondering whether you have the right credentials or background to apply? We value lived experience, are serious about embracing diversity, and are committed to building a team that represents our communities’ backgrounds.

Job Responsibilities

The Wild Lands and Water program manager will lead LandWatch’s efforts to ensure Central Oregon’s wild lands are protected to support biological diversity and critical wildlife habitat, and that water management in our region is improved to restore instream flows for critical habitats for fish and wildlife in our rivers and wetlands. In partnership with the other members of the Wild Lands and Water team, this will be achieved by advocating for and enforcing strong state and federal environmental laws and policies.

The ideal candidate brings deep knowledge of state and federal environmental and water law and policy including the National Environmental Policy Act (NEPA), National Forest Management Act (NFMA), Endangered Species Act (ESA), Clean Water Act (CWA), and state water law; an understanding of political dynamics around water management; passion for and experience in developing program strategy; strong research and technical writing skills; and the ability to coordinate a team of peers, contractors and direct reports to meet the organization’s goals.
Wild Lands and Water Program Development and Management (35%):

- Work with peers, contractors, and direct reports to develop a comprehensive approach to evaluating threats to water and wild land resources.
- Identify opportunities for LandWatch to engage in meaningful legal accountability and policy reform.
- Coordinate the Wild Lands and Water team to ensure alignment of team members’ efforts with the program’s strategic priorities.
- Work with executive director to develop and implement programmatic strategy and implementation of the organization’s strategic plan.
- Convene and facilitate monthly team meetings and regular check-ins with direct report.
- Provide ongoing mentoring of direct report(s) to facilitate strategic growth and monitor individual work plan.
- Work with LandWatch’s communications and outreach manager to craft strategic communications that support the aims of the Wild Lands and Water program.

Wild Lands and Water Law and Policy (55%):

- Evaluate state and federal lands projects and management proposals for significant threats to wildlife habitat.
- Advocate for strong state and federal environmental laws and land and water management policy to support biological diversity and critical wildlife habitat.
- Enforce and strengthen federal and state environmental laws and land management policy related to wild lands through legal action and administrative advocacy.
- Evaluate management plans, applications, and proposals for compliance with state and federal water laws.
- Advocate for State and Federal water policies to enhance stream flows and water quality.
• Work with the executive director and legal team to develop strategies to challenge federal, state, and local government decisions that adversely affect critical fish and wildlife habitat.

• Cultivate and maintain relationships with advocates, community partners, and government staff.

• Collaborate with key partners to pursue shared agendas for land management, water use and stream flow restoration.

Other (10%):

• Actively participate in weekly staff meetings, board meetings as necessary, and other organization-wide efforts.

• Work with the Operations Manager to develop grant proposals and reports.

• Perform duties required of all staff to support internal operations including submitting expense reports, invoice requests, reimbursement requests, and timesheets.

Qualifications

Required:

• Legal and or policy background in water resources management and/or public lands management, or equivalent.

• Knowledge of how decisions are made in public lands/water management spaces and ability to leverage key input points.

• Proven experience with project management and coordinating a team.

• Strong interpersonal, written and spoken communication skills, including public speaking and technical writing skills (ex: code analysis, public testimony).

• Ability to work with a diverse range of people.

• Demonstrated commitment to equity, diversity and inclusion through past job, volunteer, or organizing experience, or any other pertinent experience.
Strongly Preferred:

- Working knowledge of Oregon Water Law and water management practices.
- Familiarity with natural resource issues in Central Oregon, or equivalent.
- Supervisory experience.
- Advocacy background.
- 3-5 years of program management experience.
- Able to make technical information understandable to a variety of audiences.
- Educational background in law and/or natural resources policy.

Qualities:

- Committed to LandWatch’s mission.
- Welcomes and values diversity and committed to the process of building a more inclusive organization and more equitable Central Oregon.
- Ability to graciously give, receive and integrate feedback on a regular basis.
- Can take initiative to solve problems, propose new ideas and adapt to challenges.

Work Environment

We offer a flexible workplace environment with a casual dress code. Employees currently work both from home and/or from our offices depending on their work style, preferences, and level of safety. We are committed to ensuring employees have all the tools they need to perform their job duties whether at home or in the office and can make reasonable accommodations to enable individuals with disabilities to perform essential functions. We cannot guarantee accessibility in off-site locations where work is occasionally required.

We currently hold both virtual and in-person meetings with strict distancing and mask requirements in compliance with state policy. We prioritize the health and safety of employees above all else and will honor any employee’s needs around health and safety while we are experiencing the covid-19 pandemic, and always. For this reason, our staff is 100% vaccinated.
Our offices are located within Embark Bend coworking space, at 2843 NW Lolo Dr. Ste. 200, Bend, OR 97703. We have several private office suites located on the second floor:

- There are wide stairs, wide hallways and an elevator.
- Non-gender-neutral bathrooms on both floors with multiple stalls, including ADA stalls and showers (showers in the first-floor bathroom only).
- Office suites have floor-to-ceiling windows to the hallway, outside windows, non-fluorescent lighting, and wide sliding glass doors.
- Combination sit/stand desk, adjustable height.
- No automatic doors.

LandWatch is committed to recruiting and hiring qualified employees without regard to race, culture, color, ethnicity, nationality, religion, disability, age, gender identity, sexual orientation, class or any other non-merit factor. If you need accommodation due to a disability, please contact us at kori@colw.org or call 541-647-2930 x802

**To Apply**

Please mail or e-mail as one document a cover letter describing why you are interested in and qualified for the position, your resume, and three references before Wednesday, March 2, 2022, at 11:59PM Pacific Time for full consideration (open until filled). You are invited to describe any pertinent experience, including professional and personal, relevant to this position in your cover letter.

Email: WildLandsAndWater@colw.org
Mail: Attn: Kori Sparks, Central Oregon LandWatch, 2843 NW Lolo Dr. Ste. 200, Bend, OR 97703

No calls please, unless inquiring about accessibility.
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