



Job Announcement

POSITION TITLE: Water Program Manager

APPLICATION PERIOD: July 23 - August 14, 2024

LOCATION: Central Oregon (flexible)

EMPLOYMENT STATUS: Full-Time Exempt, 35-hour work week

REPORTS TO: Klamath Program Manager

PREFERRED START DATE: Fall 2024

SALARY: \$63,360-\$71,040

MERIT BONUS ELIGIBLE: 5%

BENEFITS: Sustainable Northwest offers a generous benefits package supporting employee wellness and offers medical, dental, vision, life, and long-term disability insurance; ample paid time off, sick time, and 11 federal holidays; flexible daily and weekly work schedules; 403(b) retirement plan with employer contributions; cell phone reimbursement; transit and bicycle benefits; pre-tax spending plan for medical and/or dependent care; support for professional training.

ABOUT SUSTAINABLE NORTHWEST

At Sustainable Northwest, we believe healthy landscapes are good for nature, people, and local economies. We partner with rural communities and Tribal Nations throughout the Northwest on projects that promote smart water use, clean energy, and healthy forests, farms, and ranches. Our solutions are as unique as the problems we solve and include entrepreneurship, policy, market innovations, public or private investment, collaboration, and technical assistance – but the ultimate success of our work is based on relationships, trust, and inclusion.

OUR WORK IN THE KLAMATH BASIN

Sustainable Northwest has worked for over 20 years to help build the social capital for opposing interests to collaborate and envision a common future in the Klamath Basin. We have been instrumental in the coalition that fought for and succeeded in removing four Klamath River dams, the largest dam removal and restoration effort in the U.S., if not the world. We also work to deliver on-farm efficiency and renewable energy adoption for landowners in the Klamath Basin with measurable clean energy and water savings. Finally, we target comprehensive restoration and economic investments in the Upper Klamath Basin. We work with several local partners to seek and implement funding to achieve these goals, including:

- Klamath Soil and Water Conservation District
- Klamath National Resources Conservation Service
- Klamath Watershed Partnership
- The Klamath Tribes
- Intermountain West Joint Venture
- Oregon Agricultural Trust
- Upper Basin Ag Collaborative
- Trout Unlimited
- United States Fish and Wildlife Service Partners Program
- National Resource Conservation Service



POSITION DESCRIPTION

The Water Program Manager will support and advance Sustainable Northwest's vision for increased landowner enrollment in conservation programs throughout the West. This position will work closely with the Klamath Program Manager, the Regenerative Ranching Program Director, and landowners to implement strategies, programs, and projects to increase landowner involvement and education in a wide variety of conservation practices.

RESPONSIBILITIES

- Research, apply for, and secure state, federal, private sector, and foundation funding opportunities that support conservation practices on farms and ranches.
- Leverage experience as a technical service provider to facilitate customized landowner enrollment in conservation programs.
- Serve as liaison between landowners and other technical service providers.
- Lead and support landowner outreach and engagement activities, including events, written materials, and site visits.
- Comply, oversee, and manage all requirements and deadlines of funded grants.
- Develop partnerships with agencies, Tribal governments, organizations, and individuals to fundraise for and implement conservation practices.
- Build trust with landowners and land management organizations; build social capital with the regional offices of state agencies.
- Coordinate and help implement aspects of regenerative ranching projects on partner ranches.
- Actively participate in general meetings, events, and activities relevant to the Klamath Basin and Regenerative Ranching Program, and to overall organizational progress.
- Compile, organize, and disseminate group meeting notes, including specific action items and deadlines.
- Maintain and update detailed spreadsheets on producers interested in restoration activities, including any projects underway and/or completed.
- Recommend strategic frameworks for conservation enrollment, environmental conflict resolution, water management, and community engagement to supervisors, including drafting outlines and briefs for executive review.

REQUIRED QUALIFICATIONS

- Proficient understanding of state and federal programs that provide technical and financial assistance to landowners.
- Experience writing, securing, and reporting on grants from state, federal, private sector, and foundation entities.
- Ability to work well with landowners, Tribal, federal, state, private sector, and foundation partners.
- Working knowledge of Klamath Basin water issues.
- Degree or commensurate experience in range/agricultural management, natural resources, or a similar field.
- Experience in water and/or range management and monitoring.
- Passion about water management and sustainable agriculture, demonstrated through relevant experience.
- Strong organizational, written, and oral communication skills.



- Willingness and ability to travel.
- Valid U.S. Driver's License.

PREFERRED QUALIFICATIONS

- Experience building consensus between stakeholders.
- Experience with water markets and water policy and management, especially related to the Klamath Basin.
- Experience with GIS and other geospatial data software systems.
- Experience with science syntheses, evaluating new information, and data analysis.
- Ability to work independently and manage difficult work situations while also demonstrating commitment to working in a team environment, internally and externally.
- Strong sense of self-awareness and self-assessment; readily willing to seek advice and input from others (Board, staff, outside specialists, etc.)

PLEASE NOTE

The skills and experience listed above are what we believe is necessary to succeed in this position. We encourage all interested applicants to apply regardless of qualifications. Please underscore applicable skills unique to you in your cover letter.

Sustainable Northwest is an equal opportunity employer and is committed to creating a work environment that is safe and supportive. After the first round of interviews, we are happy to connect candidates with current Sustainable Northwest BIPOC, LGBTQ+, neurodivergent, religious, etc. staff to discuss organizational culture and experience. We encourage applications from candidates with diverse backgrounds and individuals from historically underrepresented groups, whose experience will strengthen our organization. We do not discriminate on the basis of an applicant or employee's race or ethnicity, national origin; gender, gender identity or sexual orientation; religion or creed; age, ability, or other legally protected status. Sustainable Northwest utilizes [E-Verify](#) to confirm U.S. employment eligibility for all employees within 30 days of hiring.

TO APPLY

Send an email with 'Water Program Manager' in the subject line. Email cover letter and resume to Dassi Owens at dowens@sustainablenorthwest.org. Incomplete submissions received after 5pm on the final application day will not be considered. No phone calls or email inquiries, please. Interview questions will be provided in advance. References will be requested of finalist candidates.