



Career Opportunity

River Restoration Program Associate

The Anacostia Watershed Society seeks a full-time River Restoration Program Associate to provide on-the-water, field, and facility support for our organization. This non-exempt position will participate in the organization's restoration work by leading and/or assisting with restoration field work, volunteer restoration events, and field studies; providing logistical and hands-on support; and helping store, maintain, and ensure the safe use of materials and equipment. Specific tasks may include: vernal pool inventory, tree monitoring and maintenance; wetland revegetation and monitoring; mussel propagation and monitoring; landscaping, mowing, and other tasks as assigned. This position works with and reports to the Natural Resources Specialist, and works collaboratively across the organization.

The Restoration Programs Associate is an exciting opportunity to contribute to the watershed's restoration and the engagement of diverse communities, partners, and other stakeholders to deliver on our mission to protect and restore the Anacostia watershed for all who live here and for future generations.

About the Anacostia Watershed Society

Since our founding in 1989, the Anacostia Watershed Society has worked to protect and restore the Anacostia River and its watershed for all who live here and for future generations. Over the past 35 years, AWS has grown from a small group of concerned individuals into an award-winning, \$3 million+ non-profit with a staff of 20 that is deeply involved in a cause that affects many different Washington, D.C. area communities within the 176 square-mile watershed.

This is an especially exciting time to join the Anacostia Watershed Society's team of professionals as we embark on a new and ambitious strategic plan and prepare for the opening of our state-of-the-art environmental education center at Washington, D.C.'s 11th Street Bridge Park in 2027. The Anacostia Watershed Center will be an enriching resource for the diverse communities who live along both sides of the Anacostia River and will house our award-winning education programs for youth and adults of all ages in the District of Columbia, and Prince George's and Montgomery counties in Maryland.

The Anacostia Watershed Society's mission is to conserve and restore the Anacostia Watershed for all who live here and for future generations. Pursuing this broad mission, the Society takes on issues of nature resources conservation and management, environmental protection, sustainability, community health and welfare, and environmental justice. We collaborate with diverse stakeholders to advocate at all levels of government for policies that promote greater watershed protection and restoration investments. Our field programs work to restore habitat and wildlife, and to connect local communities to the watershed through volunteer activities, boat tours, and canoe and kayak adventures. Our education programs work with schools, students, and adults throughout Washington, D.C. and Montgomery and Prince George's counties, engaging them in the classroom and on the river and its banks, providing hands-on experiences that contribute to current restoration projects and prepare the next generation of environmental stewards. In addition, the Anacostia Watershed Society serves as the voice for the river, educating, alerting, cajoling, and, when necessary, challenging government officials, business interests, thought leaders, and the public to go to greater lengths to protect the ecological health of the watershed, improve water quality, and mitigate the negative effects of habitat loss, pollution stormwater, and climate change.

Key Accountabilities:

- 1. Restoration Field Work:** Assist AWS staff and help implement the organization's field restoration programs.
 - Help plan and prepare supplies and equipment for field restoration work sessions including tree planting and/or maintenance, wetland revegetation, freshwater mussel propagation, invasive plant management, green infrastructure installations, and maintenance among other field restoration programs.
 - Ensure safety and security standards are followed for facilities, resources, and work sessions.
- 2. Restoration Volunteer Events:** Volunteers are integral to AWS's restoration efforts, providing invaluable community engagement, technical assistance and "boots on the ground" to implement restoration field projects. In coordination with the Natural Resources Specialist and the Manager of Volunteer and Recreation Programs, the Restoration Programs Associate will prepare for, equip, support, and/or lead volunteer restoration events (i.e. plantings, trash

cleanups, mussel monitoring, tree maintenance and watering, and field assessment) that may take place during evenings or weekends.

- Assist with the planning and coordination of restoration volunteer events in the field with groups of volunteers of different backgrounds.
 - Coordination, implementation, and safe use of equipment and tools, and nursery and landscaping tasks in support of initiatives.
3. **Field Studies:** Help plan, coordinate, and implement existing and new environmental inventory, mapping and monitoring projects.
- Help conduct field studies such as mussel surveys, monitoring of hatchery-raised mussels, vegetation surveys, vernal pool habitat inventory, mapping tree planting areas and wetland restoration areas.
 - Help training volunteers like master naturalists and other community scientists for these field studies.
 - Assist with data entry and data organization.
4. Participate in other special projects, organization-wide efforts and tasks as assigned.

Key Requirements (*Includes the critical areas of expertise and abilities that are required to effectively perform the tasks outlined above*).

- Demonstrated career interest and/or experience in natural resources management, environmental sciences, forestry, wildlife management and or related field of study; enthusiastic for and comfortable in the outdoors; and demonstrated knowledge, commitment, and passion for environmental sustainability in a non-profit setting.
- Boating and paddling experience a plus. Comfort on the water and in the field required.
- Strong verbal communication skills, including persuasive and effective communication that forwards the purpose and mission of the organization; familiarity with use of computers and the internet.
- Familiarity with Geographic Information Systems (GIS) and mapping a plus.
- Previous experience conducting freshwater biodiversity surveys (fish, macroinvertebrates, mussels, etc.) using a variety of methods including snorkeling and scuba diving a plus
- Ability to work with and provide excellent customer service to people of all ages, especially experience working in a metropolitan area.
- Self-motivation, innovation, resourcefulness, and cooperative team player in doing whatever it takes to get the job done well.
- General trade skills such as driving a pickup and trailer, landscaping, small engine and tool maintenance a plus.
- Willing, motivated, and able to work a flexible schedule that includes frequent evenings and weekends, work in the field and on the water, often being outside in variable weather, travel, and driving to field sites.
- Physical work required (i.e. wading in mud, hiking, ability to lift and carry up to 50 pounds).
- CPR/First Aid Certification a plus.

Required Qualifications and Experiences

- Demonstrated passion for environmental justice coupled with a commitment to clean waterways being a human right, with relevant experience in community environmental learning, land management, or recreation.
- Additional experience and/or education in boat/vehicle maintenance and operations, natural resource management, environmental science, parks and recreation, or other environmental/conservation field is a plus, but not a requirement.
- Experience in project logistical support and working with staff and engaging community volunteers is deeply valuable.
- Experience engaging children/youth and/or adults with experiential learning, and/or community outreach and engagement is a plus.
- Medium to heavy lifting (such as canoes, kayaks, landscaping material, shad and mussel hatcheries, etc.).
- Ability to operate a vehicle; valid driver's license and clean driving record required.
- High school diploma and/or equivalent experience.

Our compensation package includes competitive base salary and benefits, such as a very generous 403b retirement plan match and a flexible leave program. Salary range is \$45.5K to \$52K depending on level of experience. Interested applicants should email a cover letter and a résumé formally expressing your interest to askhr@anacostiaws.org.

AWS encourages and embraces diversity. We seek qualified applicants that reflect the rich diversity of the communities we serve.