



# Save the Sound®

Action for our region's environment.



## **New York Ecological Restoration Program Manager (1 FTE) - JOB POSTING**

**October 6, 2020**

Join Us! We are seeking for an entrepreneurial ecological restoration practitioner to join the Ecological Restoration team at Save the Sound. Would you like to remove deadbeat dams, reconnect rivers, install green infrastructure and restore shoreline habitat? Are you an experienced project manager passionate about restoring our natural ecosystems? If so, you may be the ideal candidate to join our region's pre-eminent environmental non-profit and expand our ecological restoration work in Westchester County and New York.

### **Who We Are**

Save the Sound leads environmental action in your region. We fight climate change and build resilient communities, save endangered lands, protect the Sound, and restore its rivers. We do this in many ways, from legislative advocacy and legal action to engineering, environmental monitoring, and hands-on volunteer efforts. For more than 40 years we've been ensuring people can enjoy the healthy, clean, and thriving environment they deserve—today and for generations to come.

The Ecological Restoration Team is a growing group of six individuals who share a deep love and respect for the natural world and find joy in working with community members to identify and implement projects that restore the conditions for thriving ecosystems and diverse communities. With a wide array of lived experience and unique skills, the team is an open and curious group of professionals who

support one another and are the staff members most likely to show up in the office covered in mud. The team is excited to welcome its first New York-based member.

Our organizational leadership and staff are working to deepen Save the Sound's diversity, equity and inclusion. We work in diverse communities and landscapes, and are seeking to broaden the range of perspectives and lived experiences represented at all levels of our organization. In the coming months and years, we will redouble our efforts to drive environmental justice action for equitable outcomes through our work.

### **Impact**

The New York Ecological Restoration Program Manager will lead in supercharging nature-based resilience and restoration in Westchester County, New York City, and Long Island. In this role, you will build upon the impressive results of the Ecological Restoration Team in the area, as well as the depth and breadth of experience in both our CT and NY offices.

Our ecological restoration work is all about providing tangible, lasting benefit to ecological systems and communities. This includes reopening dammed rivers to migrating fish, installing innovative green infrastructure to stop polluted stormwater from reaching the Sound, and developing nature-based solutions to prevent inland flooding and help our shores absorb the impact of stronger storms. Our cleanups and plantings give people a way to positively impact the world around them, and our policy advocacy sets the stage for pioneering approaches to climate resiliency.

### **The Position**

The New York Ecological Restoration Program Manager will lead the expansion of Save the Sound's ecological restoration work in Westchester County and throughout the New York Long Island Sound region, building on the organization's existing relationships, reputation, and track record of completed projects. This individual will be supervised by the Director of Ecological Restoration and work with the Assistant Director of Ecological Restoration and the Regional Director of Water Protection to craft and execute a strategy to expand the Ecological Restoration team's physical, tangible, on-the-ground projects in Westchester County and New York. The NY Ecological Restoration Program Manager will be responsible for developing a pipeline of restoration projects as well as managing priority projects through planning, design and construction.

This position will be based out of Save the Sound's Western Long Island Sound (WLIS) office in Westchester, NY and will work closely with the rest of the Ecological Restoration Team in New Haven, CT. The Western Long Island Sound office is home to the water quality team, which advocates for the health of Long Island Sound through field monitoring, data analysis and visualization, and pollution reduction campaigns. Like the Ecological Restoration Team, the WLIS team is hands-on and produces tangible outcomes that fuel Save the Sound's advocacy and public engagement work.

The New York Ecological Restoration Program Manager will leverage the skills of the Ecological Restoration Team and local knowledge and relationships of the WLIS Office to execute specific duties of the role, including:

1. PROJECT IDENTIFICATION & PLANNING

- a. Lead in the identification, assessment, and pursuit of project opportunities for the Ecological Restoration team in New York.
  - b. Research historical and current watershed-based work in the Long Island Sound watershed in New York, and develop relationships with watershed representatives within Westchester County, the Bronx, Queens and Nassau County.
  - c. Work closely with Save the Sound's Water Quality team to identify potential abatement of hotspots found by water quality monitoring work.
  - d. Work with Director and Assistant Director of Ecological Restoration to prioritize projects with the highest ecological significance and/or highest environmental justice potential.
2. PROJECT DESIGN & IMPLEMENTATION
- a. Lead the design and implementation of ecological restoration projects in New York, including (but not limited to) dam removal, green infrastructure, and coastal resilience.
  - b. Support other members of the Ecological Restoration team managing projects in New York to navigate relationships, permitting, and funder relationships.
3. PROGRAM DEVELOPMENT
- a. Develop and execute a strategy for ecological restoration work in New York to establish Save the Sound as the leading organization for restoration project management
  - b. Facilitate communication and collaboration between the Westchester and New Haven offices in order to develop synergies between restoration and water quality work.
  - c. Build a comprehensive understanding of the scope of the Ecological Restoration team's work, how it advances organizational vision and mission, and the processes by which projects are selected, planned, designed, and implemented.
4. PARTNERSHIP BUILDING
- a. Work with Westchester office team, Director, and Assistant Director to scan for and pursue new and/or deeper relationships with organizations, elected officials, and grassroots community efforts.
  - b. Work with colleagues to develop practices and processes that center authentic working relationships which advance environmental justice.
  - c. Forge positive working alliances with a diverse array of community organizations and individuals as well as the engineering and construction industry.
  - d. Act as spokesperson for Save the Sound's ecological restoration team.

**Must-have requirements:**

- Project management, including management of construction projects;
- Contract and budget management; and

**A strong background in two or more of the following areas of restoration practice:**

- Ecological and/or water resource engineering;
- Riverine, coastal and/or habitat restoration;
- Fluvial geomorphology, hydrology;
- Fish passage design, fisheries;
- Ecological or landscape design

- Coastal and/or riverine resilience planning, design and implementation

**Desired Qualifications and Characteristics:**

- Demonstrated interest, knowledge, and experience in ecological restoration and protection, (New York experience preferred);
- BS or MS and/or equivalent work experience in environmental science, engineering, fluvial geomorphology, natural resources, construction management or non-profit management;
- Strategic stakeholder relationship management, including work in underserved communities that have been disproportionately affected by planning and development decisions adversely affecting public health, access to nature and quality of life;
- Self-motivated, with the ability to work both independently and collaboratively in a team atmosphere;
- Comfort working in a grant-driven environment, developing and tracking project deliverables, grants and managing budgets;
- Experience overseeing the construction of projects with multiple, diverse stakeholders that require significant logistical coordination and organization, including private, public agencies, non-profit organizations and municipalities (New York experience preferred);
- Demonstrated knowledge of, and experience conducting restoration planning and site identification through desktop, field survey, wetland and habitat assessments and other technical survey techniques;
- Familiarity with the management of design consultant and construction contractors (review of scope, contracts, design plans, specifications, budgets, schedules, and field inspections);
- Working knowledge of environmental permitting at local, state, and federal levels (New York experience preferred);
- Excellent written and verbal communication skills, including the ability to communicate clearly about complex issues in a way that is clear and engaging to a broad audience;
- Familiarity with relevant computer programs beyond basic Office suite, such as Arc GIS or AutoCAD;
- Ability to travel statewide and to participate in site visits and meetings;
- Spanish language skills a plus.

**Common Organizational Job Responsibilities:**

- Work with the Assistant Director of Ecological Restoration to deliver storylines for communications to turn into stories that excite the public;
- Periodically assist the Program Director and Soundkeeper as an ecological restoration technical expert for policy and advocacy efforts;
- Assist with execution of the annual development plan to support meeting the annual organizational and program goals, such as drafting content for grant proposals and working with development staff on funding proposals.

- Maintain positive and productive working relationships with all Save the Sound Staff members. This includes providing and receiving constructive feedback;
- Participate in building productive relationships with Save the Sound's members, external partners, policy makers, and the general public.

**COVID-19 Considerations:**

Due to the COVID-19 pandemic, only Save the Sound team members who need to use our lab equipment are currently coming into the New York office, with the remainder of the team working remotely. We are working on a move to a new and larger location nearby in Westchester where all NY based staff can come into work in a COVID-safe environment. This position will need to work remotely until the new office is ready and safe for staff use, which is anticipated to happen early in 2021. As a result, there is some flexibility with timeline of relocation to the Westchester area, should that be required.

**Compensation:**

Salary is commensurate with experience. Comprehensive benefits package includes health insurance, 403b, life and long term disability insurance, paid holidays, vacations and opportunities for professional development.

This is a grant driven, at-will position.

**To Apply:**

Interested candidates should e-mail a resume, cover letter, list of references, and description of 3 completed projects you've managed to restoration@savethesound.org with the words "NY Eco Program Manager" in the subject line. Applications will be accepted until position is filled starting October 15, 2020.

We are a thoughtful and thorough organization. We will be touch to acknowledge receipt of your application and to schedule selected applicants for an interview. Our hiring process can take from 7 to 10 weeks. You will be informed when the hiring process is complete. Please be patient.

*Save the Sound is an equal opportunity employer. We prohibit discrimination based on age, color, disability, marital or parental status, national origin, race, religion, sex, sexual orientation, gender identity, veteran status or any other legally protected status in accordance with applicable federal, state and local laws.*