

**Application Deadline: Position Open Until Filled**

## **Job Title:** Environment & Natural Resource Specialist

**Location:** Sacramento, CA

**Position Type:** Full-time

**Expected Start Date:** Spring 2024

**Who we are:** The Freshwater Trust (TFT) is a non-profit leader in watershed policy, analysis, restoration/conservation program design, and implementation. Our team members are building tools and creating and testing new solutions that will help to create resiliency in our rivers. With a mission of preserving and restoring freshwater ecosystems, our approach is driven by science, data, and results (see our [Core Values](#)).

With headquarters in Portland, OR, TFT employs 45+ team members across Oregon, Idaho, Washington and California. We currently have three physical offices in Portland, Ashland, OR and Sacramento, CA. Our team members range in background and skillset; teams include fundraising, communications, science and analytics, restoration, legal, finance, and administrative and systems support. As the California programs and projects continue to expand, we are seeking an Environmental Scientist to work closely with the California team to support ongoing and new strategic projects.

**Who you are:** The Environment & Natural Resource Specialist has experience supporting senior managers and working with technical teams to provide analysis and documentation to meet internal and external client needs. You enjoy research and analysis and have a “figure it out” working style. As a key California team member, your work will include the analysis and synthesis of a variety of policy, technical, and scientific topics related to freshwater ecosystems. Topics include, but are not limited to, groundwater and surface water dynamics, as well as species’ uses of riverine, riparian and wetland ecosystems. You are skilled in providing clear communication in verbal, written, and graphical forms (samples may be requested). The Environment & Natural Resource Specialist will report to the Regional VP- California and will work closely with the entire California team.

### **Position Responsibilities:**

- Achieve a comprehensive understanding of TFT’s existing program goals, systems, and tools
- Prepare syntheses of contemporary scientific and technical literature related to program topical areas, or update existing analyses, in support of internal water policy strategy and communications, and:
  - Provide standard technical analysis in support of report production and documentation, under deadline
  - Prepare technical tables and figures, and conduct QC of data and analysis as part of report preparation
  - Prepare PowerPoint Presentation using these and other data and syntheses
- Support program implementation efforts related to water management and habitat restoration programs
- Interface with TFT’s Science & Analytics teams to define and work through deliverables
- Lead agenda development and scheduling with internal and external stakeholders
- Attend public meetings and provide concise summaries of content and relevance to TFT programs
- Contribute to the development of proposals, grants and other funding applications
- Develop an understanding of conservation finance principles
- As a contributing team member, prepare, coordinate and complete grant and client summary reports, implementation guidance, communications and grant support materials
- This position includes review of but not preparation of CEQA or NEPA documents

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**Desired Skills and Qualifications:****Qualities:**

- Commitment to continuous learning and effective communication of TFT goals and objectives
- Curious problem solver willing to experiment and build solutions
- Comfortable in a fast-paced environment and working with senior management
- Able to adapt to new processes and contexts under deadlines
- Relational & collaborative: excel in building trust and finding common understanding between diverse stakeholders, and working with others to achieve multiple benefits

**Skills:**

- Analytical thinker, able to integrate and distill the connection between the physical and biological environment
- Strong time-management skills with ability to be flexible and responsive to changing priorities
- Ability to distill complex scientific or policy concepts for a broad array of audiences
- Capacity to proactively manage multiple tasks and competing priorities
- Strong proficiency in Word, Excel and basic analytical tools; experience with statistics, complex data visualization, GIS, or cost analysis a plus

**Qualifications:**

- Bachelor's degree in natural sciences, natural resource management or policy, water resources or related field, master's degree a plus
- 3+ years' experience outside of academia
- Demonstrated experience in the research for, preparation, production, coordination, and review of scientific technical memos, and science/policy reports
- Strong working knowledge of freshwater ecosystems (including groundwater, water quality, agricultural BMPs and conservation actions), and the social, policy, and economic factors that drive land and water management
- Able to work in complex multi-disciplinary team environments with nominal supervision
- Familiarity with California watersheds, surface and groundwater policy
- Ability to work independently and safely in field or other remote conditions; occasional travel required

**Compensation:**

- Competitive salary based on experience
- The Freshwater Trust believes in investing in our employees, their health, and future through our benefits offerings. Our total rewards package includes full health and dental coverage, automatic retirement employer contributions, commuter benefits and cell phone reimbursement. Because we are all in, we value getting out, and support our staff with 5 weeks of paid time off plus over 10 paid holidays per year. We also offer perks such as staff retreats, sabbatical for full-time staff after seven years, and professional development opportunities.

**Application Instructions:**

Supply the following three items in a single PDF: cover letter; resume; and 3 references. Apply [here](#).

*Interested candidates from historically underrepresented communities are strongly encouraged to apply. The Freshwater Trust is an equal opportunity employer and does not discriminate in its selection of candidates for employment on the basis of race, color, national origin, religion, sex or sexual orientation, marital status, disability, age, military service, family medical history, legal source of income, gender identity, political affiliation, or family leave obligations. ADA accommodations will be provided upon request.*