

NOW HIRING: HABITAT RESTORATION DIRECTOR

Save The Bay seeks an experienced habitat restoration professional to lead our next phase of program growth.

The Habitat Restoration Director sets and achieves ambitious goals for Save The Bay's on-the-ground habitat restoration, community engagement and youth education programs, leading a skilled team to advance Bay restoration science and best practices. The Director creates and manages high-level partnerships with government agencies and stakeholders, helps raise program implementation funds, and plans for strategic program growth and sustainability. This position reports to the Executive Director and serves on the organization's senior management team.

Primary Responsibilities:

- Develop and implement Save The Bay's [habitat restoration program](#) to achieve strategic plan goals in restoration science, community engagement, youth education and institutional partnerships.
- Oversee delivery of high quality, inclusive volunteer programs for adults, students and businesses that achieve restoration, education and community outreach goals; evaluate program effectiveness to ensure excellence, impact and advancement of Diversity, Equity and Inclusion objectives.
- Design and implement techniques for successful on-the-ground restoration projects and natural shoreline features that help wetlands and communities adapt to climate change.
- Manage, evaluate, and mentor the Habitat Restoration Team of 10 staff and fellows to meet work plan goals; directly supervise and support the Restoration Program Manager and Associate Director, Native Plant Nurseries; hire and manage contractor and consultants as needed.
- Ensure all staff employ restoration best practices, scientific techniques, and rigorous data analysis; share appropriate information with key restoration practitioners, decision makers and stakeholders.
- Engage directly with scientists, regulators and decision-makers to advance implementation of Baylands Habitat Goals and regional plans for tidal marsh and transition zone habitat.
- Identify and pursue partnership opportunities, new restoration project sites, and other strategic opportunities.
- Contribute to organizational goals and strategies for climate adaptation, restoration policy and funding to ensure scientific integrity and credibility.
- Serve as Save The Bay spokesperson with target audiences; create opportunities to promote the organization's leadership in restoration science and implementation.
- Lead fundraising efforts to grow habitat restoration program and help secure grants and contracts to support program implementation; manage grant and contract invoices and reports.
- Serve on organization Management Team with other senior directors; collaborate with other program directors to integrate objectives and ensure coordination.
- Establish annual work plan goals and develop and manage departmental budget.
- Other duties as assigned.

Qualifications:

- Five+ years of experience in wetland restoration ecology, advocacy and program management, and three+ years of experience in staff leadership.
- Master’s or other advanced degree in environmental science, natural resource management, earth systems, botany, or biology.
- Extensive knowledge of estuarine ecology, wetland restoration and wetland biology; experience in overseeing community engagement and environmental education programs highly preferred.
- Strong supervision and management experience, with demonstrated success leading and motivating employees to set and accomplish ambitious objectives.
- Demonstrated ability to build strong relationships with stakeholders and cultivate new audiences.
- Strong writing and speaking skills; ability to synthesize complex concepts into clear messages for general audiences.
- Creativity and flexibility, with strong problem solving skills and sound judgment.
- Enthusiasm for Save The Bay’s mission.
- Strong attention to detail, goal-setting, deadlines, and managing priorities; Computer proficiency with Windows and Internet research applications.
- Ability to conduct restoration field work that involves lifting at least 40 pounds; clean background check.
- Valid California drivers license; vehicle ownership (or unrestricted access) to use for work purposes is highly desired.

How to Apply:

Starting salary \$85,000 to \$95,000, depending on experience. Save The Bay’s excellent employee benefits include insurance for medical, dental, vision and chiropractic services; 403(b) plan, paid vacation, paid holidays and sick time. Save The Bay’s downtown Oakland office features an attractive work environment and excellent access to transit. Save The Bay is an equal opportunity employer that strives to recruit and retain a diverse workforce.

To apply for this position, please send a cover letter and resume by February 14, 2020, to jobs@saveSFbay.org - Subject: “Habitat Restoration Director”.

About Save The Bay

We are the voice of the Bay.

Founded by three courageous women in 1961, Save The Bay is the largest regional organization working to protect and restore San Francisco Bay for people and wildlife. We advocate to improve the health and safety of our Bay and work to battle climate threats, restore wetlands, promote Bay Smart Communities and connect people of all ages to the Bay shoreline.

Each year, we enlist 5,000 volunteers in hands-on habitat restoration and educate thousands of students about the ecological importance of our Bay’s wetlands. Our Bay Smart Communities work ensures that regional growth benefits the Bay and supports diverse and equitable communities where nature grows and people thrive. For almost 60 years, we have led effective advocacy campaigns to stop massive landfill projects, expand the nation’s largest urban wildlife refuge, reduce trash flowing to the Bay, create \$500 million in public funds to accelerate marsh restoration, and more. Our Oakland-based staff of 25 mobilizes supporters and partners throughout the Bay Area. Learn more at www.saveSFbay.org.