



BITTERROOT WATER PARTNERSHIP

CONSERVATION PROJECT MANAGER Job Announcement



- Job-Type:** Full-time, exempt
Salary: \$50,000-\$70,000, commensurate with experience and other relevant factors.
Reports to: Executive Director
Start Date: As soon as possible. *While a summer start is preferred, the position will remain open until the right candidate is selected.*

Organization

The Bitterroot Water Partnership (BWP) is a community-driven nonprofit organization with more than 30 years' experience serving the people, wildlife, and natural resources of the Bitterroot Valley. The BWP leads reliable and intentional conservation initiatives that promote and provide clean, ample water for people and healthy habitats by working with key partners and our communities.

The Location

The Bitterroot Valley is nestled between the Bitterroot and Sapphire Mountain ranges in Western Montana. Considerable public lands, working farms and ranches, and the Bitterroot River and its tributaries provide vast opportunities for hiking, fishing, and wildlife viewing. The BWP office is in vibrant downtown Hamilton, within walking distance to a number of restaurants, parks, breweries, and the Bitterroot River.

Position Summary

The Conservation Project Manager (CPM) will identify, develop, and implement projects that improve water quality, enhance aquatic and riparian habitats, and protect key tributaries on both private and public lands in the Bitterroot watershed. Key responsibilities include identifying water storage opportunities, supporting irrigated agriculture, and designing projects that strengthen the socio-ecological resilience of the watershed.

Current projects range in size and scope from multi-mile road decommissioning in partnership with the USFS to small acreage riparian fencing with private landowners. Projects active in 2024 include road decommissioning in Rye Creek, sediment reduction in Willow Creek, temperature reduction on Cameron Creek, and volunteer-based restoration and coordination throughout the watershed.

Ideal candidates will have demonstrated project management skills, with preference given to those with experience with stream restoration, land and/or water conservation, and achieving collaborative conservation outcomes. The CPM will work closely with federal and state agencies, consultants, water managers, and landowners on initiatives that enhance stream health, wildlife habitat, and watershed resilience. Candidates must show a strong ability to work cooperatively with diverse project partners and stakeholders.

Role Requirements:

- Collaborate with stakeholders, including landowners, water managers, and agencies, to identify and implement innovative water storage solutions and conservation techniques suitable for the watershed.
- Coordinate with USFS staff to prioritize and develop restoration and storage projects on the Bitterroot National Forest.
- Coordinate with landowners, evaluate stream reaches, and analyze data to identify restoration needs on private lands.
- Obtain permits and ensure environmental compliance.
- Manage budgets, procurement, and contracting for services.
- Oversee project implementation: subcontracting, permitting, materials acquisition, construction oversight, reporting, and monitoring.
- Track local, state, and federal funding opportunities to secure funding for projects through grant writing and partnerships with private and public entities.
- Plan volunteer workdays, supervise volunteers, the "Watershed Enhancement Team," and seasonal technicians as needed.
- Conduct fieldwork in rural settings; valid driver's license and personal vehicle required.

Other Responsibilities:

- Participate in staff meetings, organizational planning and budgeting.
- Represent BWP in relevant community meetings.

- Demonstrate commitment to and professional enthusiasm about the BWP's work and mission.
- Perform other duties and responsibilities as requested with a sense of humor and team spirit.

Qualifications:

- 3+ years in stream restoration, fluvial geomorphology, fisheries biology, restoration ecology, water resource engineering, or related fields.
- Experience managing projects and contracts.
- Proficiency in GIS, water modeling software, and/or other relevant technical tools.
- Strong verbal and written communication skills.
- Ability to put people at ease and listen well.
- Dedication to collaboration, communications, and community-oriented solutions
- Demonstrated command of Microsoft 365
- Knowledge of the agricultural, environmental, and hydrological conditions of western Montana preferred.

Salary: The salary range for project managers is \$50,000-\$60,000, and for seasoned project managers it is \$60,000-\$70,000. *Actual compensation and job title will be based on experience, qualifications, and other relevant factors. Opportunity for advancement from CPM to Restoration Director.*

Benefits: BWP leadership values the importance of personal well-being outside of work, and strives to cultivate a supportive, family-friendly workplace with a competitive benefits package for the industry and region. Benefits include: PTO and 10 paid holidays, a one-week paid office closure at year-end, SIMPLE IRA retirement plan with employer contribution, and a \$300/month health reimbursement.

To Apply: Send resume and cover letter in a combined PDF to info@bitterrootwater.org. Position will be open until filled.