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## **Watershed Specialist**

Using science and law, Bayou City Waterkeeper works with local communities to protect and restore our natural systems, achieve equitable policy solutions, and advance systematic change to benefit all who live within the [Lower Galveston Bay watershed](#). Our activities include policy analyses and power mapping, targeted litigation, and the development of focused advocacy campaigns to drive local and regional change. Our efforts center on ensuring equal protection from environmental hazards, promoting nature-based solutions for climate adaptation, and providing opportunities for meaningful citizen involvement in decisions that affect environmental health.

The Watershed Specialist will serve as Bayou City Waterkeeper's in-house science expert. Candidates should have experience in watershed protection planning, water quality and/or watershed assessments, and environmental regulatory frameworks. This position will work closely with our Executive Director and Legal Director to advance existing work, and build out our wetlands and clean water programs.

The Watershed Specialist will be located in Houston, Texas. Our office is located in northwest central Houston, but due to the pandemic, staff is currently working remotely. The person selected should be prepared to be on the water, in the field, and out in the community (subject to COVID-related safety measures).

Applications will be reviewed on a rolling basis until the position is filled. To receive full consideration, please submit your resume and introductory letter to [careers@bayoucitywaterkeeper.org](mailto:careers@bayoucitywaterkeeper.org) by December 6, 2020.

### **Essential Responsibilities**

1. Review and monitor activities that have potential to impact the watershed, including water quality and wetlands.
  - a. Monitor, review, and respond to illicit discharges and developments.
  - b. Regular field observation/monitoring of illicit discharges and wetland impacts.
  - c. Desktop review, including analyzing GIS data to support monitoring and data analysis.
  - d. Working with the Legal Director, submit reports regarding environmentally-harmful activities and coordinate appropriate follow-up action, when necessary.
  - e. Assist Legal Director with enforcement actions and permit challenges.
  - f. Develop and maintain thorough recordkeeping and documentation.
2. Work with the Legal Director to expand the Wetland Watch program through community outreach and coordination of volunteers.
3. Coordinate Field Water Quality Monitoring Program
  - a. Lead the development and implementation of a water quality monitoring program, including quality assurance, data collection, management, and analysis.
  - b. Perform physical, chemical, and biological water quality and environmental measurements, utilizing standard methods and quality assurance guidelines.
  - c. Identify and implement continuous improvements to monitoring program, particularly in the context of current and future regulatory requirements and best-available science.
  - d. Develop and maintain thorough recordkeeping and documentation.
  - e. Coordinate and manage volunteers.

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4. Draft detailed and technical comments on Texas's water quality standards, Texas stormwater and wastewater permit amendments, federal Section 404 permits, and other regulatory actions that affect the region.
5. Provide communities and partners with technical and educational support for advocacy and monitoring efforts.
  - a. Prepare and deliver presentations to local community and partner organizations.
  - b. Collaborate with staff to develop and deliver a watershed-based education program, emphasizing the unique character and needs of the Lower Galveston Bay watershed.
  - c. Collaborate with staff to develop outreach materials, maps and map data, talking points and powerpoint presentations on water pollution, climate change, community resiliency, and watershed restoration.
  - d. Construct reference maps, and other GIS and remote sensing data-based resources, for technical, policy, and administrative purposes.
  - e. Author blog posts and newsletter articles.
  - f. Participate in volunteer recruitment training and management, including the supervision of volunteers and interns on related work.
  - g. Help coordinate, plan and implement community meetings, field days, workshops, and other events.

## Qualifications

1. Demonstrated passion for and commitment to clean water, healthy ecosystems, resilient communities, and environmental justice.
2. Professional and/or academic experience in natural resource management, stormwater management, environmental planning or engineering, physical science, or related fields. A Master's degree in one of these fields with at least one year of professional natural resource management experience is preferred, but we encourage candidates with equivalent life and professional experience otherwise meeting qualifications to apply.
  - a. Experience should include water quality monitoring and analysis, biological monitoring, erosion and sediment control, hazard mitigation and/or spill response, or any equivalent combination of education/experience.
3. Strong computer skills, with emphasis on GIS (required), mapping, and/or remote sensing (e.g., LiDAR).
4. Familiarity with regulatory framework surrounding wetland and water quality issues - or willingness to learn.
5. Excellent verbal and written communication skills.
  - a. Ability to understand and clearly and effectively convey technical information to a variety of audiences.
  - b. Spanish language skills are a plus.
6. Ability to think creatively and strategically.
7. Ability to work effectively independently (with minimum supervision), and within a team environment.
8. Boating experience a plus (e.g. kayaking, sailing, etc.). Continued or advanced training may be provided.

**Compensation:** \$45,000 to \$65,000, plus benefits (including subsidized group healthcare, negotiable flex hours, and paid holidays & leave). This is a full-time, at-will, exempt position. Salary depends on qualifications and experience.

Bayou City Waterkeeper is a growing and dynamic organization, with a friendly, supportive, and collaborative working environment. This position will function as a vital part of our hard-working team, and provide input to the organization's ongoing activities. Initiative will be encouraged, and enthusiasm and a positive attitude are a must. If you are passionate about clean water and protecting this dynamic watershed, please send a resume and introductory letter explaining your interest to [careers@bayoucitywaterkeeper.org](mailto:careers@bayoucitywaterkeeper.org). Emails with questions are welcome - no phone calls, please.

*We value people of all experiences, backgrounds, and perspectives and strive to cultivate leadership from the ground up. All qualified applicants will receive consideration without regard to race, color, national origin, sex, religion, age, disability, political belief, sexual orientation, gender identity, veteran or military status, genetic information, and marital or familial status.*

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