



Wetland Outreach Coordinator (One-year term)

Bayou City Waterkeeper (BCWK) seeks a Wetland Outreach Coordinator to join our growing, interdisciplinary, and highly collaborative team working toward water justice across the Lower Galveston Bay watershed. This is a one-year grant-funded position with an opportunity to continue beyond the grant period.

Job Description

The Wetland Outreach Coordinator will focus on community engagement within our [Five Critical Wetlands](#) and work alongside a multidisciplinary team to emphasize wetlands and green infrastructure, primarily through the launch of BCWK's Wetland Watch program. This position will also make connections to larger socio-cultural barriers and histories of wetlands, green infrastructure, and access to nature. The Wetland Outreach Coordinator will work closely with our team members to support our existing wetlands and green infrastructure outreach efforts. The Wetland Outreach Coordinator will report directly to our Community Science Manager.

About Bayou City Waterkeeper

Bayou City Waterkeeper is a Houston-based organization working across the [Lower Galveston Bay watershed](#), a 10-county region that encompasses greater Houston for over two decades. Utilizing law and science, we work with local communities to build power, fill gaps in regulatory enforcement, and push back against water injustices and irresponsible development. Our key program areas are Clean Water, Protecting Wetlands, and Just Climate Transitions. Learn more on [our website](#).

Our Values

Recognizing the complexities of our watershed, the challenges we face to protect our waters from the harms of urban development and industrial activities, and the importance of being responsive to the needs of the communities we serve, five values guide and inform our work:

- Interconnectivity: Collaborate across disciplines and create multiple ways to engage
- Fluidity: Embrace movement and adaptability in our work
- Bold action: Have hard conversations, disrupt dysfunctional systems, create new frameworks, bring together unconventional allies, and move data and research into action
- Justice and equity: Call out and act to undo inequities in our watershed
- Regeneration: Embrace water as a site for healing, joy, celebration, reflection, and growth

Responsibilities

The Wetland Outreach Coordinator will:

- Identify, engage, and build meaningful partnerships with stakeholders, including community-based and grassroots organizations and the general public in each of the 5 Critical Wetland Areas.
- Update and share the Wetland Watch toolkit with local partners for feedback, and coordinate methods to incorporate feedback.
- Coordinate and launch training opportunities and workshops for the Wetland Watch toolkit. Identify ways to conduct accessible, engaging workshops on green infrastructure and wetlands in the Lower Galveston Bay Watershed.
- Capture and incorporate community feedback into regular communications and work alongside the team to evaluate the Wetland Watch Program.
- Compile information in compelling metrics to translate and further policy advocacy.
- Capture perceptions and barriers to the adoption of Green Stormwater Infrastructure and nature-based solutions.
- Strategize and evaluate residential and institutional barriers and motivators to green solutions in flood-prone underprivileged areas.
- Support community engagement, public-facing communications, and outreach through analysis, visualizations, story mapping, and power mapping.
- Maintain regular communications with community members as a strategic liaison in building a collaborative vision for water justice in our watershed that centers on nature-based solutions, prioritizing environmental justice and wetland protections
- Create, evaluate, and improve the success of events alongside staff.

Qualifications & Requirements

*Highly competitive candidates will have some combination of:****

- Demonstrated passion for and commitment to clean water, coastal and wetland ecosystems, healthy ecosystems, resilient communities, and environmental justice.
- Demonstrated ability to balance multiple projects, schedules and budget.
- Strong interpersonal, communication and organizational skills. Excellent verbal and written communication skills.
- High school diploma or equivalent required, bachelor's degree or higher preferred.
- Ability to think creatively and strategically and anticipate needs in planning and implementing events.
- Working knowledge of Microsoft Office, Google Workspace, and other collaborative software.
- Ability to work effectively independently with minimal supervision and within a team environment.
- Fluency in Spanish or other major language spoken in Houston is a plus.
- Enjoys meeting and getting to know new people, with the ability and willingness to work some evenings.
- Valid driver's license and access to a reliable vehicle.

****Research shows that women and people of color are more hesitant to apply for a job because they may not meet all of the qualifications listed. The candidate hired may not precisely meet all of these qualifications, but will show the desire and capacity to grow into the role and fit within our small, close-knit team. If you feel passionate about our efforts and believe you have the skills to contribute to the growth of our organization, we want to hear from you.*

Schedule/Location

We allow for flexible work schedules so our staff can be responsive to community needs and balance work and personal responsibilities. Our standard week is 36-40 hours. Occasionally, more than a regular week, including some evenings and weekends, will be necessary. Some local travel is required. Our staff meets in person once per week, and when necessary or beneficial, the Wetland Outreach Coordinator will be expected to meet with partners or attend other events in person (COVID permitting). Otherwise, our work is virtual. Given the place-based, community-centered nature of this work, the Wetland Outreach Coordinator must live within [the Lower Galveston Bay watershed](#).

Salary & Benefits

\$50,000-\$60,000. Benefits include unlimited paid leave, paid holidays, and paid parental leave; subsidized group healthcare, dental, and vision coverage; BCWK-funded IRA contribution; and negotiable flex hours. This is a full-time, at-will, exempt position.

Application Instructions

For equal consideration, please send a resume and letter explaining your interest to careers@bayoucitywaterkeeper.org with subject line "BCWK Wetland Outreach Coordinator" by September 4, 2023. The interview process will include two stages. The position is expected to start as soon as possible.

Our core values lead us to seek a broad range of perspectives and backgrounds to achieve our mission and maintain an inclusive environment where all staff are valued and respected. As an equal opportunity employer, we are committed to employment practices that ensure that employees and applicants for employment are given equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the position.