POSITION DESCRIPTION

WATERSHED RESTORATION COORDINATOR

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Buzzards Bay Coalition seeks an experienced ecological restoration professional to join our Watershed Protection team helping to increase the pace of implementation for ecological restoration projects in the Bay’s watershed. This position will coordinate the Buzzards Bay Watershed Restoration Partnership, identify and facilitate the prioritization of ecological restoration projects and manage the implementation of these projects.

Buzzards Bay Coalition is proud to be an Equal Opportunity employer. All qualified persons are encouraged to apply and will be considered without regard to race, national origin, gender, gender identity or expression, sexual orientation, disability, age, religion, or veteran status. In addition, the organization offers a great working environment; the opportunity to contribute to the success of a dynamic organization and have a direct impact on the future of our regional environment; and an outstanding quality of life on the shores of Buzzards Bay – all one hour from Boston and half an hour from each Providence and Cape Cod.

BACKGROUND

Buzzards Bay, and adjacent Vineyard Sound, are national treasures whose outstanding beauty and natural resources touch so many aspects of our lives here in the diverse, historic and vibrant cities and villages of southeastern Massachusetts. The Bay and Sound are central to our quality of life, to our economy, and home to some of the world’s leading marine and climate research institutions. The Bay’s waters support a thriving commercial shellfish and expanding recreational sportfishing industry, diverse and abundant wildlife populations, and some of the finest sailing on the entire globe. On its shores, the Bay’s watershed lands are among the most beautiful on the eastern seaboard, with deep forests, clear rivers, cranberry bogs, and farmland, all meeting the Bay’s soft edge of beaches and saltmarsh through more than 30 harbors, coves and tidal estuaries.

The Buzzards Bay Coalition was incorporated as a nonprofit 501(c)(3), membership-supported organization in July 1987 with start-up funding support from the US Environmental Protection Agency. The initial Board of Directors was comprised of individuals from throughout the Bay watershed - environmental advocates, cranberry growers, fishermen, marina owners, research institutions and town government. Today, the organization continues to maintain a governing Board from Westport to Woods Hole and Martha’s Vineyard and from a variety of backgrounds.
OUR MISSION & SCOPE

The Buzzards Bay Coalition is a nonprofit, membership organization dedicated to the restoration, protection and sustainable use and enjoyment of Buzzards Bay, its watershed, and the adjacent waters of Vineyard Sound. The Coalition works to improve the health of our coastal ecosystem for all through education, conservation, restoration, research and advocacy.

The Coalition works throughout the entire Bay and Sound watersheds to protect the region’s coastal, river and drinking water quality and the upland forests, wetlands and streams that support a healthy watershed/bay ecosystem.

We are a $4.5 million/year organization staffed by a team of 24 conservation professionals, aided by hundreds of volunteers, and supported by more than 10,000 members. The organization maintains its headquarters in New Bedford’s Waterfront Historic District, our water quality lab and field operations facility in Marion, the Onset Bay Center in Wareham, and Cape Cod-based office in Woods Hole, MA. As we have grown over the past 35 years, our effectiveness and reach have greatly expanded. What has not changed is our fundamental vision for the Bay we have committed to defend and restore.

OUR VISION

- A shoreline defined by safe swimming beaches, open shellfish beds and stretches of scenic open spaces for all to enjoy.
- Healthy waters that support abundant fish, shellfish and wildlife populations.
- A Bay safe from the threat of oil spills, industrial and sewer discharges and ocean dumping.
- A watershed where rivers, streams, forests and wetlands that buffer the Bay are protected and restored.

ACCOMPLISHMENTS

In the past three decades, the Buzzards Bay Coalition has earned a reputation as entrepreneurial, professional and focused on winning results for our local environment. We have:

- Partnered with towns and state agencies to clean-up pollution. The results of this work can today be seen in cleaner waters and safer beaches in every Bay community.
- Preserved more than 9,000 acres of watershed lands as permanent open space and established the support services needed to aid towns and land trusts in the protection of many thousands of additional acres. The Coalition is an accredited land trust and the 2007 recipient of the 1st National Land Trust Excellence Award from the Land Trust Alliance.
- Responded to the 2003 Bouchard Oil Spill which fouled 93 miles of our shoreline by organizing the volunteer response, and subsequently led the effort to provide appropriate training and equipment for local first-responders in the event of another catastrophe. Following the spill, we pushed lawmakers to help secure some of the nation’s strongest oil spill prevention laws and regulations at both the state and federal level.
• Created the most comprehensive volunteer-based water quality monitoring program in New England to guide Bay protection and restoration efforts, now in its 30th year.

• Altered the course of hundreds of development projects in the watershed by working with town officials and developers to reduce the negative impacts of new growth on the health of the Bay, our rivers and wetlands.

• Through public programs, in-school activities and Learning Centers in New Bedford, Woods Hole, Onset and Acushnet, educated over 10,000 thousand residents of all ages and communities throughout the watershed about what they can do to protect the Bay.

• Gone to court when necessary and succeeded in halting the largest source of pollution to the Westport Rivers, securing development setbacks to all of the bay’s tidal rivers, and the permanent banning of dredge spoil disposal on the Bay bottom.

OUR WORK TODAY

The Buzzards Bay Coalition’s staff, programs and initiatives are organized to achieve the following Program Objectives:

WATERSHED PROTECTION
To increase the rate of land protection and the amount of protected land in the watershed, the Coalition pursues a Bay-focused land protection strategy, empowers local land trusts and educates private landowners about conservation. Also to implement thoughtful and effective stewardship and restoration of natural resources in the watershed.

SCIENCE
To better understand the Buzzards Bay ecosystem and its response to human-related impacts by gathering data on the health of the Bay in order to guide restoration and protection.

CLEAN WATER ADVOCACY
To use data to pursue the restoration and protection of the Bay ecosystem through citizen advocacy and through the regulatory and legal process at the local, state and federal levels.

OUTDOOR EXPLORATION
To create both an informed public today and future generations - tomorrow’s bay stewards - who will understand the Buzzards Bay ecosystem (how it works, how it is threatened, and their place in it) and support its restoration and protection.

POSITION DESCRIPTION

The Watershed Restoration Coordinator will 1) coordinate the Buzzards Bay Watershed Restoration Partnership, 2) identify and prioritize the most important ecological restoration projects in the Bay watershed, and 3) manage the development and implementation of coastal, wetland and riverine ecological restoration projects throughout the Buzzards Bay watershed. Projects include saltmarsh and freshwater wetland restoration (including wetland restoration in retired cranberry bogs), stream channel and bank restoration, and addressing fish passage barriers including removal of dams and replacement of culverts. The full-time position will work closely with the Coalition’s Restoration Ecologist and Vice President of Watershed Protection.
We seek someone with at least 5 years of professional experience in ecological restoration, natural resource conservation, land use planning, land management or equivalent, with expertise using GIS for project planning, experience working with multi-stakeholder groups, a proven track record of success within similar mission driven organizations, demonstrated project management abilities, excellent interpersonal and communication skills, and a passion for the environment, Buzzards Bay and its watershed lands (or a suitable equivalent background). The position will be based at the Coalition’s award-winning, green building - the Buzzards Bay Center – on New Bedford’s historic waterfront.

The Buzzards Bay Watershed Restoration Partnership is a network of organizations, towns, local land trusts and private landowners throughout the Buzzards Bay region working to implement strategic ecological restoration and land conservation projects to improve ecological functions and increase resiliency to climate change. BBC is leading the creation of this new partnership with the commitment of a variety of stakeholders and support from the MA Division of Ecological Restoration to build regional capacity to identify, develop and implement high priority projects such as river and stream barrier removal, salt marsh restoration, and wetland restoration.

Responsibilities include:

Stakeholder Partnership Coordination

- Recruit and coordinate partners, including local land trusts and other conservation organizations, municipal officials from throughout the region, cranberry growers and other agricultural operators, private landowners, county mosquito control, various other regional, state, federal and tribal agencies, and others.
- Facilitate communications and share information and resources with partners and potential partners.
- Lead the development and implementation of a Partnership Plan that will support partners to identify, prioritize and implement important restoration projects.

Restoration Project Identification, Prioritization and Development

- Identify and evaluate potential habitat restoration projects throughout the watershed.
- Lead development and use of a GIS-based model and prioritization system to systematically identify and rank potential restoration activities by a suite of factors.
- Perform functional assessments of natural habitats in the Buzzards Bay ecosystem (wetlands, riparian forests, streams, etc.) from existing data and field verifications.
- Evaluate cost of implementation and social feasibility of restoration projects.
- Facilitate outreach and build support for watershed restoration activities and their broad benefits.
Restoration Implementation Management

- Pursue, secure and manage various grant funding sources (includes budgeting and reporting).
- Manage contracts with consultants, engineers and construction contractors.
- Manage all phases of restoration activities, including project identification, feasibility analysis, design, permitting, construction oversight and monitoring.
- Maintain organized project files (paper and electronic).
- Write reports

Natural Resource Monitoring

- Develop monitoring plans for restoration sites.
- Participate in collaborative research relevant to functional restoration of watershed resources.
- Coordinate and perform restoration monitoring activities (biological, physical and chemical parameters), including pre- and post-restoration monitoring and reference site monitoring.
- Perform data collection activities in the field.
- Supervise other staff and volunteers in collecting quality monitoring data.
- Manage, analyze and report on natural resource monitoring data.

Desired Qualifications:

- A master’s degree in environmental science, natural resource management or related field, and at least five years professional experience in aquatic habitat restoration, wetland ecology, marine biology, fluvial geomorphology or hydrology.
- Expertise with using ArcGIS to manage and present spatial data related to natural resource management, land use planning and/or project planning, including collection, synthesis, and evaluation of spatial data, remotely sensed imagery and LiDAR data.
- Experience facilitating partnerships or other collaborative efforts that include identifying and encouraging common ground among stakeholders groups with diverse interests, missions and priorities.
- Demonstrated ability to plan and lead the implementation of ecological restoration projects, including construction projects that require complex permitting, developing project plans, coordinating project teams, managing budgets, preparing scopes of work, managing engineering and construction contracts, obtaining funding through grants and other sources, and complying with regulations.
- Ability to balance the management of multiple projects concurrently to ensure quality, performance and consistency with established schedules and deadlines.
• Experience with wetland and stream habitat monitoring and data collection, analysis, and reporting, including vegetation, fish, water quality, geology/geomorphology and stream/tidal hydrology and ability to identify aquatic habitat stressors and potential restoration treatments.

• Experience with interpreting, reviewing, and commenting on hydrologic calculations and models, engineering site plans and specifications, including elements such as elevations, wetland resource delineations, dewatering, erosion controls, construction staging and sequencing and overall best management practices.

• Solid knowledge and work experience with environmental permitting at local, state and federal levels (preferably in Massachusetts).

• Familiarity with managing natural lands and resources for a diversity of values and uses including specific experience with balancing agriculture, public infrastructure and public recreational access with resource protection and restoration.

• Strong computer skills including email/internet and Microsoft Office (Word, Excel, Powerpoint), GIS and GPS (required).

• Candidate must have self-initiative and possess a high level of organization in both the field and office, attention to detail, discretion and ability to manage multiple priorities/deadlines at the same time.

• Candidate must have excellent communication skills (both verbal and written) and the ability to persuade others.

• Highly motivated and self-directed with strong judgment, drawing on both experience and supervisor’s direction, to independently make informed decisions.

• Experience with facilitating public outreach and developing public support.

• The ability to work and effectively communicate in a professional, cooperative, tactful, personable and often confidential manner with a variety of individuals, including co-workers, volunteers, colleagues, landowners, abutters, contractors, government officials, community members and the general public.

• The ability to effectively and respectfully communicate and work with people from diverse backgrounds and experience levels in both urban and rural communities.

• A team player with strong diplomacy, interpersonal and problem solving skills, a professional approach to the conservation/restoration mission and a sense of humor!

• Willingness to work differing hours and on various weekends and evenings, when necessary.

• Ability, and preferably enthusiasm, for safely working outdoors in all conditions typical of natural lands and waters along the coast of New England in all seasons.

• High level of navigational awareness in the field, including comfort with use of compass and GPS and interpretation of a wide variety of maps and survey plans.

• Knowledge of regional environmental impacts, climate change risks, resilience strategies and natural resource restoration priorities. Knowledge of Buzzards Bay, the southeastern Massachusetts landscape, and familiarity with local and regional issues preferred.

• Enthusiasm for coastal watershed restoration, passion for the environment, and commitment to the mission of the Buzzards Bay Coalition.
**SALARY/BENEFITS**
Highly competitive salary plus benefits including employer contributions towards Health Insurance and 401(k) Retirement plan and access to supplemental benefits.

**100% COVID VACCINATION POLICY**
All new employees at Buzzards Bay Coalition must receive the final dose of the COVID-19 vaccine before they begin work. All employees must also receive a COVID-19 booster within thirty (30) days of becoming eligible. Exceptions to this policy may only be granted by the President.

**TO APPLY**

The position is available immediately. Please submit the following items by email.

1) Resume  
2) Cover letter  
3) Three professional references  
4) Two project descriptions of work for which you have been primarily responsible

Brendan Annett  
Vice-President, Watershed Protection  
Buzzards Bay Coalition  
114 Front Street  
New Bedford, MA 02740  
annett@savebuzzardsbay.org  
www.savebuzzardsbay.org