

Position Announcement – Stream Restoration Project Manager

The Ausable Freshwater Center (AFC), a nonprofit environmental conservation organization based in Wilmington NY, seeks a qualified individual to serve as stream restoration project manager.

This is a wholistic project management position that requires a detail-oriented individual capable of performing construction oversight, environmental permitting, grant reporting, budget tracking, and landowner engagement. The ideal candidate will also have experience with field-based geomorphic measurement, desktop analysis, and problem assessment. Qualified candidates will be able to meaningfully contribute to a growing program that restores streams, builds flood resilience for communities, and serves as a technical resource for freshwater protection throughout the Adirondack region.

About Us

Ausable Freshwater Center builds a better future for the Adirondacks through effective, science-based stewardship of freshwater systems. We restore streams, build community flood resilience, safeguard water quality, and monitor and protect the habitats of native species. We share our technical knowledge and our passion for our work widely. We open people's eyes to the complexity of healthy freshwater systems and how to live respectfully with them. Our staff of 11 conservation science professionals are supported financially by an array of public and private funding sources. The successful candidate will be interested in and engaged by the goals and challenges of our various programs and our mission.

Position Overview

Status:	Full-time, exempt.
Office Location:	Wilmington, NY.
Salary:	\$55,000 – \$65,000 anticipated starting range depending on experience, with excellent health, dental, vision, retirement, and paid time off benefits.
Timeline:	Applications accepted and reviewed on a rolling basis through May 15 or until position is filled. Position to start asap in 2026.

AFC seeks a mid-career professional to support our stream restoration program. Reporting to and working closely with AFC's stream restoration director, the project manager will facilitate stream restoration, culvert replacement, and field assessment projects. Work is focused in the 512-square mile Ausable River watershed of upstate New York and in watersheds throughout the Adirondack Park where a variety of protections for waterways allow our projects to serve as regional models for stream restoration. The project manager will be responsible for core tasks including state and federal permitting, cost estimates, community relations, and construction oversight of stream restoration projects and culvert replacements. They will assist the director with stream geomorphic surveys, channel and topographic surveys, function-based and stream habitat assessments, and will contribute to project design and watershed planning efforts. Due to the unique nature of this position, AFC will provide multiple training opportunities for the right candidate including coursework supported by AFC grant funding, mentoring from current AFC staff, and opportunities to gain knowledge working side-by-side with experienced partners.

Beyond the requirements noted below, exceptional communication and organizational skills are essential to this position as is a sense of humor, willingness to listen, ask questions, share ideas, solve problems, and work creatively and critically in service to the waterways we protect. AFC's stream restoration staff regularly work alongside the biodiverse habitats and riparian ecosystem recovery team, nursery curator, stewardship manager, water quality manager, and other AFC staff.

Qualifications - to be addressed in cover letter and resume

- A relevant four-year degree in geology, geomorphology, engineering, landscape architecture, environmental science, ecology, hydrology, biology, forestry, or related field; a Master's degree is preferred.
- Candidates will have direct experience (at least three years is preferred) in ecosystem restoration or mitigation projects, stream, wetland, and floodplain assessments, design of culverts that meet aquatic organism passage standards, and environmental permitting. Restoration construction experience preferred.
- Capacity to coordinate and lead stream restoration and culvert construction projects, including permitting, landowner relations, contractor selection, materials acquisition and staging (in coordination with contractor), construction planning and oversight, and coordinate revegetating disturbed areas with riparian ecosystem recovery team.
- Ability to achieve the targets and goals, as laid out in grant funding contracts for multiple projects, tracking progress, reporting quarterly, and working to make amendments where needed.
- Experience managing and tracking budgets and work plans, working with AFC finance and operations staff as needed. Pursue grant funding, research, and writing grants as needed in coordination with stream restoration director.
- Ability to assist with geomorphic stream surveys (e.g., longitudinal profile, cross-sections, topographic, pebble counts) with direction from stream restoration director, a knowledge of hydrology, hydraulics, and geomorphology, and experience applying these to stream restoration or mitigation projects, culvert replacements, or floodplain management.
- Training in stream restoration design (e.g., Wildland Hydrology coursework) and/or knowledge of, or training in the "Function-Based Framework for Stream Assessment and Restoration Projects" (Harman and Starr, 2012), and US Forest Service Aquatic Organism Passage course.
- Familiarity with Microsoft Office (Word, Excel, etc.), ESRI ArcGIS Pro, Civil 3D, and hydrologic and hydraulic modeling is preferred.
- Excellent written and verbal communication skills; an ease with people with diverse backgrounds and experience. This is not solely a project management position but requires a wholistic project-based approach to assessing, restoring, and protecting a 512 sq. mi. watershed and engaging the support of the community. Building and maintaining working relationships with colleagues, agencies, grantors, and the community is essential.
- Successful candidate will be a passionate practitioner committed to our mission of helping communities protect the clean waters, healthy streams, and diverse habitats of Adirondack watersheds.
- Valid driver's license and a reliable vehicle for work-related travel (mileage is reimbursed).

How to Apply:

Submit (1) an independently written cover letter describing your interest and fully addressing the specific qualifications above, (2) a resume or CV, and (3) contact information for three professional references **as one PDF document** to hire@ausablecenter.org. Please type the position title "Project Manager" and your last name in the subject line. Review of applications will begin immediately.

The Ausable Freshwater Center is an Equal Opportunity Employer. We are committed to creating opportunities and a respectful, fair, and open environment for all of our employees, volunteers, and project partners. Learn more about our work at ausablecenter.org