



**BORDERLANDS
RESTORATION
NETWORK**

**REBUILD.
RESTORE.
RECONNECT.**

Job Description: Watershed Restoration Program Director

Department: Programs

Reports to: Executive Director

Job Family: Program Management

Job Classification: Exempt, Full-time, 36 hrs per week

Job Level: Director I

Rate Range: 8 Starting from \$65,000-\$72,000

Summary Description: The Watershed Restoration Program Director provides strategic and operational leadership for Borderlands Restoration Network's Watershed Restoration Program (WRP). The Director develops and oversees a portfolio of watershed restoration, ecological/watershed assessments, monitoring, and applied conservation projects across public and private lands throughout the U.S.-Mexico borderlands.

The position requires a landscape-scale systems thinker who can integrate science, ecological processes, partnership development, and adaptive management to achieve long-term conservation impacts across diverse land ownerships and jurisdictions.

The Director is responsible for developing collaborative partnerships, securing funding, overseeing restoration planning and implementation, managing staff and budgets, and ensuring that science and monitoring inform restoration priorities and adaptive management. Success in this role requires balancing strategic leadership with practical implementation while recognizing that individual restoration projects contribute to broader watershed function, habitat connectivity, and long-term landscape resilience.

Supervises: Watershed Restoration Program Manager, Preserve Staff, and Restoration Specialist

Geographic Location: The Watershed Restoration Program is based in Patagonia, AZ. The WRP Director must be located in Patagonia or close enough to be physically in Patagonia during program execution.

Duties and Responsibilities:

1. Program Leadership & Strategic Planning

- Provide strategic leadership for the WRP and establish long-term program priorities aligned with BRN's mission and conservation strategy
- Identify and prioritize watersheds, landscapes, partnerships, and restoration opportunities that advance long-term conservation goals
- Evaluate new funding opportunities, partnerships, and projects by considering their strategic alignment, ecological benefit, organizational capacity, and financial feasibility
- Participate in organization-wide strategic planning and conservation initiatives
- Foster innovation and continuous improvement through adaptive management and evidence based decision making

2. Restoration Project Development & Management

- Lead the planning, development, and implementation of watershed and ecological restoration projects from concept through completion
- Oversee project schedules, budgets, contractors, staffing, deliverables, and compliance with grant, contract, and regulatory requirements
- Coordinate complex, multi-disciplinary restoration projects involving multiple funding sources, land ownerships, agencies, contractors, and partners
- Ensure projects are implemented safely and efficiently
- Coordinate landowner/partner outreach and engagement to develop projects
- Ensure appropriate environmental compliance, permitting, and agency coordination

3. Monitoring, GIS, and Technical Leadership

- Develop and oversee ecological monitoring, GIS, and data management systems that evaluate restoration effectiveness and support adaptive management
- Provide technical oversight and collaborate with the Restoration Specialist to analyze ecological and spatial data to inform restoration priorities and project evaluation
- Translate science, monitoring results, and spatial analyses into practical restoration recommendations and management decisions

4. Grants, Partnerships, and Program Development

- Develop funding strategies and manage a diverse portfolio of grants, contracts, and cooperative agreements, including proposal development, budgeting, reporting, and compliance
- Build and maintain collaborative partnerships with government agencies, nonprofit organizations, Tribal partners, private landowners, and funders
- Represent BRN in collaborative working groups, technical committees, partner meetings, conferences, and other regional conservation initiatives

5. Staff leadership and organizational collaboration

- Recruit, supervise, mentor, and develop Watershed Restoration Program staff
- Establish work priorities, delegate responsibilities, and foster a collaborative, inclusive, and safety-oriented team culture
- Serve as a member of BRN's leadership team and contribute to organizational planning, budgeting, and strategic initiatives
- Collaborate across programs to align organizational priorities and maximize impact
- Collaborate with BRN's Communications and Development Team to share program accomplishments through reports, presentations, newsletters, social media, outreach materials, the annual report, and other fundraising and public engagement efforts

The duties and responsibilities outlined above are representative of the position but are not intended to be all-inclusive. Responsibilities may evolve over time and additional duties may be assigned to support organizational priorities and program needs.

Requisite Education & Experience

- Bachelor's degree in ecology, restoration, environmental science, watershed science, range management, natural resources, or a closely related field, or an equivalent combination of education and relevant experience
- Minimum five years of progressively responsible experience in restoration, watershed management, conservation, or a related field, including at least two years of program or project management and staff supervision
- Experience developing and implementing ecological restoration or nature-based solutions
- Experience developing long-term conservation strategies or landscape-scale restoration initiatives
- Experience managing grants, contracts, budgets, and multiple concurrent projects
- Experience developing collaborative partnerships with agencies, nonprofit organizations, private landowners, or other stakeholders
- Experience with grant writing, grant administration, technical reporting, and project compliance
- Knowledge of watershed processes, ecological restoration principles, and regional conservation challenges

Required Skills, Knowledge, and Abilities

- Strong leadership, organizational, and project management skills
- Strong written and verbal communication skills, including technical writing and public speaking
- Ability to manage competing priorities and make sound decisions in a dynamic environment
- Ability to build collaborative relationships with diverse partners and stakeholders
- Ability to analyze ecological and spatial information to support restoration planning and adaptive management
- Proficiency with GIS, Microsoft Office, Google Workspace, and field data collection platforms

- Ability to work independently while fostering collaboration across interdisciplinary teams
- Commitment to safety, professionalism, integrity, and BRN's mission
- Valid driver's license and ability to travel throughout the project area
- Ability to obtain and maintain a valid passport

Desired Skills, Knowledge, and Abilities

- Master's degree in a related field
- Knowledge of the ecology and conservation challenges of the Sky Island/U.S.–Mexico borderlands
- Knowledge of and experience with environmental and cultural compliance (E.g. NEPA, ESA, SHPO, NHPA, etc)
- Experience with federal grants, contracts, or cooperative agreements
- Experience with data analyses and statistical software like R
- Experience with ecological monitoring, remote sensing, drone mapping, or other emerging restoration technologies
- Bilingual English/Spanish preferred

Physical Requirements: The physical demands described here are representative of those required to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

- Ability to work in both office and outdoor environments, including supervising and participating in restoration, monitoring, and assessment activities in remote locations and on uneven terrain
- Ability to hike varying distances to project and monitoring sites while carrying light field equipment
- Ability to sit or stand for extended periods and perform computer-based work, including frequent use of a computer, phone, and other electronic devices
- Ability to communicate effectively in person, virtually, and by telephone with staff, partners, contractors, and the public
- Ability to lift, carry, and move up to 30 pounds
- Ability to travel regularly to field sites, partner meetings, conferences, and other work locations, including occasional overnight travel
- Moderate noise levels are typical in both office and outdoor work environments

Email your resume and cover letter to Alexandria Hawkins at ahawkins@borderlandsrestoration.org by November 16th to be considered for this position. As this position has a start date as soon as possible, please indicate when you apply if you're currently authorized to work in the United States.

Please send your materials in PDF format and use the following naming convention:

- **FirstName_LastName_Resume**
- **FirstName_LastName_CoverLetter**

We encourage applicants to apply even if they only meet some of the qualifications listed. We value diverse experiences and are committed to providing training and support for the right candidate.

Borderlands Restoration Network is an equal opportunity employer that works in the culturally diverse, multinational borderlands. We invite and support strong voices from diverse groups of people to join us as board members, staff members, and volunteers. As an organization, we will consider all applicants without regard to race, ethnicity, economic circumstances, religion, sex, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.