



## Program Manager Great River Greening

### ABOUT GREAT RIVER GREENING

Great River Greening (GRG) is Minnesota's leading environmental restoration nonprofit with a mission to inspire, engage, and lead local communities in conserving and caring for the land and water that enrich our lives. Our services extend throughout Minnesota in partnership with local communities, governmental agencies, conservation and agricultural organizations, individuals, and businesses. Great River Greening has grown significantly in its geographic scope in the last few years, but the staff remains small and works collaboratively as a friendly and committed team.

Great River Greening values Science, Community, Partnership, Education, and Inclusion. Great River Greening is an Equal Opportunity Employer. Candidates of all backgrounds, including women, candidates of color, LGBTQ, or candidates with non-traditional work or experience backgrounds are encouraged to apply.

### Position Description

The Program Manager for the Southern region joins a team of other Program Managers, each of whom coordinates and manages program regions with individual projects, as well as collaborates on larger initiatives. While many backgrounds are possible, we would prefer someone who has, in addition to habitat restoration, experience in working lands practices and/or agricultural land management. The Program Manager leads initiatives and partnerships within their region as well as working as a team to advance ecological restoration and regenerative agriculture within Great River Greening's strategic areas.

### Southern region

In this region, Great River Greening is working to improve water quality, soil health, wildlife habitat, and climate resiliency by promoting regenerative agriculture and ecological restoration. Many projects address agricultural and urban runoff in critical tributaries, targeted by pollution load and drinking water and wellhead protection. We do this through collaborative work with producers, local government, civic/community groups, producer interest groups, businesses, and universities.

Examples of efforts in this area include: a) piloting and supporting local businesses using Kernza(R), winter camelina, and other continuous living cover crops; b) advancing the use of silvopasture across the state; c) working with landowners on private easement management; and d) leading restoration and enhancement projects across public lands in the Cannon River Watershed.

The position is an exempt, full-time position with benefits including health, dental, 401k, LTD, Dependent Care, Health Care FSA, life insurance, and a PTO plan. The salary range for this role is \$65,000 - \$70,000 annually. Great River Greening offers a flexible workplace and staff are currently working hybrid-remotely.

### Primary Duties and Responsibilities

#### ***Program Development and Planning (40%)***

- Develop new and maintain existing programs in line with Great River Greening's mission, adopted strategic plan, and yearly conservation work plan. The current region would include Southwest MN (Minnesota River Valley including Southwest Metro), Southcentral MN (Nicollet County and adjacent counties), and the Cannon River Watershed as well as working collaboratively with other Program Managers where cross discipline knowledge is needed.
- Develop, lead, and nurture effective partnerships with government agencies, businesses, industry groups, individuals, and others that further Great River Greening's mission and conservation goals.
- Procure funding and other resources for the implementation of conservation programs and projects through grant writing and partner coordination.
- Participate as a team member in organizing future strategic plans and initiatives.

- Work with the Conservation Team to evaluate progress towards strategic goals.
- Serve as a representative for the organization, expanding Great River Greening's network of partners, supporters, and volunteers and participating in various meetings of common interest.

#### ***Coordinate and Oversee Program and Project Management (60%)***

- Review and draft contractual agreements with funding sources, partners, and contractors.
- Ensure organizational compliance in project implementation, expenditures, contracting and data/information management with grant agreements.
- Participate in evaluation of programs, projects and conservation strategies and procedures.
- Organize and coordinate meetings and track progress among partners for GRG-led projects.
- Coordinate vegetation, soil, and pollinator surveys and perform site evaluations for current and future restoration and regenerative agriculture sites.
- Communicate with the conservation team and implement science-based best practices for ecological restoration and regenerative agriculture.
- Complete grant reports to funding partners on a semi-annual and annual basis.
- Supervise direct reports.

#### **ESSENTIAL QUALIFICATIONS**

- Advanced degree in natural resources or a related field and 5 years of related work experience, including 2 years of program leadership and management. **Extensive field knowledge and experience can be substituted for formal education.**
- Solid understanding of the natural habitat and agricultural systems interface, including: organic matter balance and soil health, water quality, habitat diversity, carbon sequestration/storage, continuous living cover benefits, working lands habitat benefits.
- Familiarity and experience with state and federal natural systems, agricultural and watershed conservation programs, funding mechanisms and practices, from traditional government-based programs to emerging ideas on farmer-led and market-based solutions.
- Strong business skills, including project and grant management, budget development and management.
- Self-starter and contextualized thinker with excellent verbal, social, and writing skills.
- Grant writing skills; proven history of securing and managing grants to successful completion.
- Proven history of envisioning, developing, and implementing innovative conservation strategies to tackle conservation challenges.
- Demonstrated ability and demeanor to forge and maintain effective partnerships with traditional and non-traditional partners to advance the conservation of natural resources in Minnesota.
- Experience with and enthusiasm for engaging the community in conservation.
- A valid driver's license.
- Computer experience with Microsoft office suite, ArcGIS Pro, ArcGIS Online and internet utilities.

#### **PREFERRED QUALIFICATIONS**

- Working knowledge of Minnesota conservation organizations and government agencies.
- Demonstrated experience developing and implementing conservation projects with landowners or other partners, delivering high quality results on time and within budget.
- Experience with data management systems.
- Experience as an educator or presenter.
- Moderate plant identification for invasive and native species of Minnesota.

#### **APPLICATION INSTRUCTIONS:**

Electronic applications only: Send cover letter, resume, and project/program examples to Todd Rexine, Conservation Director, [trrexine@greatrivergreening.org](mailto:trrexine@greatrivergreening.org), with the subject line: GRG Program Manager.

See [www.greatrivergreening.org](http://www.greatrivergreening.org) for more information.