

Habitat Restoration Services Manager

Job Type	Permanent, Exempt
Salary	\$57.21 - \$73.23 per hour
Deadline	May 27, 2026
Min. Experience	5 years

This position is to oversee the restoration projects of the Sana Ana Watershed Association (SAWA). The Habitat Restoration Services (HRS) Manager will interact with all SAWA member agencies, regulatory agencies, contractors and permitting entities. The position is both field and office based and requires herbicide application experience and knowledge of restoration principles.

Since 1997, our mission has been to develop and implement habitat management and monitoring plans to promote a healthy Santa Ana River watershed for the wildlife and people who inhabit it. SAWA manages multiple contracts with local agencies that require estimating, contacting and implementation. In addition, SAWA manages multiple mitigation projects. SAWA's comprehensive eradication and restoration efforts include identification and mapping of exotic and native plant and animal species, development and implementation of habitat management and monitoring plans, initial biomass removal, post-treatment, habitat restoration, intensive biological surveying and quarterly & annual reporting.

SAWA monitors and treats removal areas for multiple years, depending on each individual habitat mitigation and monitoring plan. We know our continued success depends on our employees and the work they do. We are committed to providing a collaborative and inclusive work environment that encourages growth and development; and acknowledges individual and team achievements.

The Ideal Candidate

As a member of the HRS Department, the Habitat Restoration Services Manager will oversee and implement many of the annual eradication and restoration projects for SAWA in collaboration with the Field Supervisor and the Restoration Team.

The ideal candidate will have experience implementing habitat restoration projects and he/she will understand ecology and wildlife habitat relationships. He/she will excel in collaboration, project management and working across teams and organizations. Knowledge of conducting field surveys for exotic plant species in and adjacent to areas where exotic removal projects are underway to determine the effectiveness of treatments will be critical to this position's success. Many of the removal projects require heavy equipment and the use of masticators to conduct removal activities. He/she would have experience of operating and servicing heavy equipment. In addition to heavy equipment, chainsaws are often a part of removal projects, and the ideal candidate should have experience in operating and servicing chainsaws.

He/she will be interested in a work environment with a dynamic combination of field work and office work, of directly implementing work and planning the work. He/she will enjoy learning, challenging yourself and helping the department or organization deliver important projects. He/she will have strong relationship building skills and thrive in collaboration with internal and external

partners. He/she will have an interest in growing his/her own leadership skills and helping to guide the department's vision and work. As a leader he/she is excited to provide mentorship and support growth opportunities for other HRS department staff.

Qualifications

The ideal candidate will possess any combination of training and experience that would provide the required knowledge, skills, and abilities. A typical way to obtain the required qualifications would be:

Habitat Restoration Manager minimum qualifications:

- Equivalent to a Bachelor's degree from an accredited college or university with major coursework in natural resource management, ecology, botany, environmental resources, biological sciences, environmental studies or related field; and
- Five (5) years of increasingly responsible experience implementing natural resource management programs and projects.
- Must have experience supervising staff.
- Must obtain a California driver's license within 30 days of hire.
- Must possess an applicator license from the Department of Pesticide Regulation. Special emphasis on aquatic application highly desired.
- Must have experience with identification of local native and exotic plant species such as *Arundo donax*, *castor bean*, *tamarisk*, *tree of heaven* and *perennial pepperweed*.

Desired Experience of all applicants:

- Ability to conduct effective field surveys and develop treatment plans.
- Experience with effective project management methods.
- Strong scientific and technical writing with excellent vocabulary and grammar.
- Applied knowledge of Microsoft Office Suite, Adobe Suite, and ArcGIS software.

Note: This position is required to take and pass a pre-employment background check, pre-employment physical and pre-employment drug screening test.

If you are excited by the opportunities and challenges offered in this position, we encourage you to apply, even if your experience is non-typical or if you are not sure you meet every one of the qualifications described.

Compensation & Benefits

The salary range for this full-time, exempt position depends on the final applicant's qualifications as listed below.

- Habitat Restoration Manager is \$57.21 to \$73.23 hourly

To complement this salary, we offer a robust benefits package that includes S-125 cafeteria medical plan with \$700 monthly stipend towards premiums, employer paid 6% retirement plan, paid leave, and company cell phone.

Application Process

Applications accepted until May 27, 2026. To be considered for this opportunity, submit your application materials including cover letter, CV and three professional references to Jennette El Morsy – jennette@sawatershed.org. Selected candidates must be available to interview in person or online using Zoom. Start date is negotiable.