



Tule Basin

LAND & WATER CONSERVATION TRUST

Organization: Tule Basin Land & Water Conservation Trust

Position: Watershed Coordinator

Reports to: Executive Director

Type: Part-time, fixed-term 12-month contract (with 90-day trial period)

Schedule: 20-25 hours per week. At least 2 days per week in person at the Tule Basin Land & Water Conservation Trust office in Tulare, California.

Compensation & Benefits

- Salary: \$40-\$50/hour, depending on experience
- Benefits: Align with requirements by the State of California
- Holidays: All federal holidays
- Mileage: reimbursed at the IRS standard mileage rate

Organization Overview

Founded in 2019, the [Tule Basin Land & Water Conservation Trust](#) is a regional nonprofit dedicated to protecting, preserving, restoring, and managing the natural and agricultural heritage of the Southern San Joaquin Valley. We partner with landowners, groundwater sustainability agencies, agricultural stakeholders, communities, and conservation groups to promote and integrate sustainable farming practices with habitat enhancement. Our current projects include land fallowing/cover cropping, habitat restoration of former irrigated farmland—such as the Capinero Creek habitat restoration—and strategic water recharge initiatives that support both biodiversity and groundwater sustainability. We are also a key partner of the [Tule Multi-benefit Land Repurposing Program \(MLRP\)](#) and coordinate with stakeholders on a variety of working groups to address a number of key issues in the Central Valley.

Our Mission

To protect and preserve natural habitat and agricultural open space for the people and wildlife of the southern San Joaquin Valley.

Position Summary

As part of the Trust's Cooperative Watershed Management grant with the Bureau of Reclamation and WaterSMART, the Watershed Coordinator will lead the coordination, planning, and implementation of a Watershed Management Plan, community outreach, and analysis for future watershed projects in the Tule subbasin. The Watershed Coordinator will leverage working knowledge of water conservation and recharge, habitat conservation, stakeholder engagement, and stormwater management to achieve grant objectives and strengthen coordination with stakeholders. The Watershed Coordinator will be responsible for working closely with the local GSAs, government agencies, non-profits, County departments, local landowners, farmers, and community members. The position will require regular travel to attend meetings and community events.

The position is a part-time fixed-term 12-month contract with the possibility to extend depending on availability of funding and performance. The ideal candidate will have strong technical knowledge and familiarity of the Tule subbasin and regional partners. This is an opportunity for someone who is passionate about watersheds, community development, and cross-sector collaboration.

This position requires an individual who thrives as a self-starter and enjoys convening stakeholders and fostering a collaborative spirit to solve problems. Direction will be general and focused on short-term and



4500 S. Laspina Street/ P.O. BOX 459, Tulare, CA 93274



(559) 358-4414



admin@tuletrust.org



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long-term operating objectives, grant compliance, and coordination across other projects supported by the Tule Basin Land & Water Conservation Trust. The position requires a minimum of 2 days in the Tule Basin Land & Water Conservation Trust office, which is located at the International Agri-Center in Tulare, California. The schedule is dependent upon position needs and is subject to change.

Key Responsibilities

Program Coordination

- Refine the existing watershed coalition by-laws, charter, mission, and vision as needed based on input from coalition members.
- Provide technical support to the steering committee and assist in preparing meeting agendas and coordinating activities for the coalition.
- Provide leadership to develop strong working relationships among the steering committee members, stakeholders, and other federal, state, and local government entities. The coordinator will also assist subcommittees as necessary.
- Collaborate with coalition members to develop strategies to address climate change and floodwater management, including measures to protect disadvantaged communities.
- Engage a diverse set of stakeholders on water limitations and quality concerns and encourage water resource security for disadvantaged communities in the region.
- Develop collaborative efforts and momentum around strategic land retirement in the Tule subbasin, particularly as it pertains to watershed management.
- Represent the Trust in public forums, including speaking engagements and media interactions.

Community Outreach

- Provide leadership in community outreach efforts related to watershed planning. This includes developing and disseminating outreach materials to stakeholders at community events and workshops as well as other networking events.
- Organize and facilitate community engagement events and stakeholder meetings.
- Engage disadvantaged communities to participate in scoping the development of projects.
- Contribute to the development of print and electronic outreach and educational materials.
- Contribute to social media and website updates pertaining to activities supported by the coalition.

Research and Analysis

- Provide leadership in developing a watershed management plan through the collection and analysis of land use and resource information, including stakeholder concerns and goals that align with other locally initiated strategies.
- Collect baseline data and develop a work plan to address watershed related issues and restoration needs.
- Analyze existing watershed conditions to identify priorities.
- Develop strategies addressing climate change and flood water management.
- Identify potential conservation easements and interested landowners willing to enter agreements that align with watershed management and/or groundwater-dependent ecosystems.

Fundraising and Grant Writing



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- Identify funding opportunities for continued watershed management work in the Tule Subbasin.
 - Provide input for relevant grant applications, including those that include water conservation and habitat restoration.
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Qualifications

- Bachelor's degree in science, environmental science, engineering, or program management.
- 8+ years of experience in stormwater management, engineering, or environmental science.
- 5+ years of experience in project management.
- Experience convening stakeholders and conducting community outreach.
- Experience managing project budgets.
- Experience working in the Central Valley.
- Must pass a background check and hold a valid driver's license.

Preferred Qualifications

- Master's degree is preferred.
- Prior experience working with a land trust desired.
- Experience working in Tulare County.
- Bi-lingual in English and Spanish will be considered a significant plus.

Skills and Abilities

- Excellent verbal, technical writing, project management, and interpersonal skills.
- Exceptional leadership to develop and start projects with little guidance.
- Excellent communication and conversational management skills to navigate multiple perspectives.
- Ability to work independently in a self-directed manner for day-to-day operations
- Ability to work collaboratively in a cross-organizational atmosphere, particularly for stakeholder meetings and events.
- Ability to organize agendas and prepare minutes.
- System-level thinker that connects diverse people, projects, and priorities.
- Collaborative mindset that fosters partnership and discussion.
- Familiarity with Microsoft 365 and Google Suite programs and platforms.

What Success Looks Like in the First 90 Days

- Understand the existing systems and procedures to fully lead the Watershed Coalition.
 - Draft a 9-month workplan with key priorities for the watershed coalition.
 - Relationships with key stakeholders established.
 - At least 2 stakeholder events convened.
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How to Apply

Interested candidates should submit a **cover letter and resume** to admin@tuletrust.org with "Watershed Coordinator Application" in the subject line of the email. Only competitive applicants will be contacted for an interview. The position will remain open until it is filled.

