

November 14, 2025

California Water Data Consortium Job Posting

Project Manager

About the California Water Data Consortium

The California Water Data Consortium (Consortium), a nonprofit organization that supports data-informed water management decisions in California, is looking for a Project Manager to help manage our ongoing groundwater projects.

The Consortium was established to help implement AB 1755, the Open and Transparent Water Data Act, which was designed to dramatically improve how the state develops and uses water and ecological data. We are funded with donations from foundations, individuals, and government agencies, and have voluntary support from state agencies and water districts. Our [Board](#) and [Steering Committee](#) include representatives from state agencies, local water agencies, agriculture, philanthropy, business, nonprofits organizations, and other water and data experts.

Our goal is to be a useful, independent, trusted partner for all agencies, communities, and decision makers. We are building a community of water data users and advocates, and we're working to improve how water is managed by articulating the value of transparent, trusted water and ecological data throughout California. For more information, visit cawaterdata.org.

About the Role

The Project Manager will provide essential coordination, engagement and project management support to implement Consortium groundwater initiatives and projects. The Project Manager will help to plan and lead ongoing advisory meetings and technical working groups related to our groundwater projects, and coordinate with a diverse array of external partners to facilitate engagement in these projects, including with state agencies, local governments, nonprofits, tribes, academia, and consultancies among others. With support from these advisory groups, the Project Manager will help guide the collaborative development of recommendations around groundwater accounting for recharge and alternative land management practices in California and advance a community of practice related to groundwater demand management. In this role, the

Project Manager will report directly to the Consortium's Associate Program Director of Applied Solutions.

Duration

While the position is at-will, the position is funded as a full-time position with benefits for fixed term of one year, with the possibility of extension.

Location

This position is based remotely in California, with occasional travel for meetings throughout the state. The candidate must reside in California, and travel is estimated to be between 5-10% of the total project time.

Key Responsibilities

- Lead engagement efforts with groundwater advisory boards, working groups, and external partner organizations.
- Lead, plan, and develop meeting materials to facilitate ongoing working groups and advisory groups to achieve project outcomes.
- Capture and translate feedback from advisory groups, stakeholders, and pilot partners into actionable project goals and deliverables, adapting as needed to ensure the project team is responsive to advisory feedback and pilot partner needs.
- With support from the Associate Program Director, manage project consultants to achieve defined project deliverables, and leverage partnerships to advance existing Consortium projects and identify new opportunities.
- Support the Associate Program Director in tracking project budgets, including actual vs planned spend down by project consultants and partners.
- Stay up-to-date and knowledgeable about new research and developments related to sustainable groundwater management, land use practices, and other related water management programs and policies to ensure projects move forward in ways that leverage best available practices, science and information.
- Research and prepare internal and public communications, including reports, website content, presentations, and blog posts in alignment with Consortium groundwater projects and other initiatives.
- Develop reports on groundwater grants and contracts for project funders

- Represent the Consortium and our broader collaborative partnerships at external meetings and conferences.
- Perform other duties as needed.

Ideal Candidate

Required Qualifications

- Bachelor's degree in environmental studies, hydrology, ecology, public policy, natural resource management, or related fields.
- 3-5 years of experience in water resource management, environmental project management, or environmental policy.
- Strong project and time management skills; ability to balance multiple priorities.
- Excellent written and oral communication skills, with an ability to translate technical content for diverse audiences.
- Proficiency in Microsoft Office Suite, including Excel and PowerPoint.
- Ability to work independently and collaboratively in a remote team environment.
- Ability to demonstrate cultural competency and inclusivity, and work with colleagues and stakeholders across all cultures and backgrounds while facilitating meetings.
- Ability to start in this role no later than March 31, 2026 – preferably earlier.

Preferred Qualifications

- Graduate degree in environmental studies, hydrology, ecology, public policy, natural resource management, data science, or related fields.
- Experience managing contract budgets, deliverables, project timelines, and subcontractors.
- Experience with California water policy, especially related to data management, groundwater, water budgets, and the agricultural sector.
- Experience coordinating, facilitating and hosting large group meetings.
- Experience working with agricultural and rural community stakeholders.
- Strong research and quantitative skills, and familiarity with fieldwork and data collection methodologies.
- Experience working with boards, coalitions, or working groups representing a diversity of interests.

- Professional fluency in Spanish.

Compensation and Benefits

Salary for this position will be \$75,000-\$90,000 commensurate with experience. The Consortium offers competitive benefits including:

- Health, dental, vision, and life insurance plans
- Option to enroll in Flexible Spending Account, Health Savings Account, and Dependent Care FSA, when enrolled in qualifying health plan (if applicable)
- 11 paid holidays
- 10 paid sick days
- 15 days of paid vacation, with future increases based on years of employment
- 401(k) retirement savings and matching program

Commitment to Equal Opportunity Employment

The Consortium is an equal opportunity employer and does not discriminate on the basis of race, color, ethnicity, religion, sex, gender, gender identity and expression, sexual orientation, national origin disability, age, marital status, veteran status, pregnancy, parental status, genetic information or characteristics, or any other basis prohibited by law.

We are committed to maximizing the diversity of our organization. We encourage all individuals with the necessary skills and experience to apply for this position.

Apply Now!

Interested candidates should submit a cover letter and resume to Hannah Ake (hake@cawaterdata.org) with the subject line “Project Manager Application”. The Consortium will be interviewing suitable candidates on a rolling basis until the position is filled. Preference will be given to candidates who submit materials by January 5, 2026.