



HEADWATERS WATERSHED SPECIALIST JOB DESCRIPTION

Reports to: The St. Johns Riverkeeper

Summary: The Headwaters Watershed Specialist reports to and works closely with the St. Johns Riverkeeper to monitor the health of the St. Johns River from Fort Drum Marsh to Astor, Florida, to evaluate/prioritize issues and emerging threats, advocate for actions to improve and protect the Upper and Middle St. Johns River's health and expand relationships with watershed stakeholders. This position requires science and legal/environmental policy skills as well as strong communication skills.

The Headwaters Watershed Specialist will implement strategies to address loss of fish and wildlife habitat, increasing nitrogen/phosphorous pollution, harmful algae blooms (HABs), extreme weather impacts, encroaching development and other emerging issues.

Activities will include pollution response, community science, research, governmental affairs, communications and outreach.

Principle Responsibilities:

- Identify and prioritize key issues and develop strategic action plans to address them. This includes the development of partnerships and coalitions and the creation of content for fact sheets, petitions, and other advocacy outreach tools.
- Evaluate and address potential emerging threats to the Upper & Middle Basins of the St. Johns River.
- Gather, review and analyze existing studies, best practices and data to support the evaluation and tracking of key issues and identification and prioritization of issue positions and policies.
- Respond to the SJRK Reporting Hotline in the Upper & Middle Basin and coordinate the appropriate response.
- Work with the SJRK Team to implement Community Science Programs, such as:
 - Submerged Aquatic Vegetation (SAV) Mapping
 - Harmful Algal Bloom (HAB) Sampling
 - Per- and polyfluoroalkyl substances (PFAS) Monitoring Program
 - Invasive Plant Management -Herbicide/Pesticide Use Monitoring
- Implement a permit and compliance monitoring program for encroaching development, point source pollution, stormwater impacts, and wetland impacts within the Upper & Middle Basins.
- Engage in the research and management strategies necessary to ensure effective conservation efforts in natural ecosystems, particularly using GIS and water resource assessments.

- Collaborate with partner organizations on joint issues that strengthen our statewide presence.
- Represent St. Johns Riverkeeper at public meetings and on committees.
- Provide presentations and programs to civic organizations.
- Work with local elected officials to advocate for and advance river-friendly policies.

Desired Skills, Qualifications & Personal Characteristics:

1. Must have a deep commitment to environmental and conservation issues, especially in relation to the St. Johns River.
2. Must have the ability to perform field work, including conducting investigations on the river and assessing potential pollution problems.
3. Must have strong skills in communicating difficult technical issues to lay audiences, including elected officials and the public, both verbally and in writing. Must be able to effectively communicate and advocate positions even when controversial.
4. Ability to write cohesive field reports, analyze complex datasets, identify key findings, and recommend effective solutions.
5. Must have strong initiative and be a self-starter. Must be able to manage multiple projects concurrently, including schedules, budgets and reports and be able to effectively work independently with little supervision.
6. Should be able to work effectively with a broad range of constituents and organizations.
7. Should have a minimum of a bachelor's degree in environmental science, natural resources or a related field.
8. Must have 3-5 years of experience in a related field.
9. Knowledge of GIS is preferred.
10. Boat handling and fishing experience is a plus.

Salary/Benefits:

\$43,000 - \$48,000, including benefits. Commensurate with experience and other qualifications.

We are an Equal Opportunity Employer and do not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran, and basis of disability or any other federal, state or local protected class.

St. Johns RIVERKEEPER, Inc. is a non-profit organization that serves as an advocate for the St. Johns River, its watershed, and the citizens to whom this tremendous resource belongs. Our mission is to defend the St. Johns and advocate for its protection.

Please submit resumes to Lisa Rinaman – lisa@stjohnsriverkeeper.org.

St. Johns RIVERKEEPER
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