



**JOB ANNOUNCEMENT:**

Feb. 2, 2026

**Title:** Rogue Riverkeeper Program Manager

**Reports to:** KS Wild Executive Director

**General description of position**

The Rogue Riverkeeper Program Manager is responsible for the development and implementation of the Klamath-Siskiyou Wildlands Center’s ([KS Wild](#)) [Rogue Riverkeeper program](#) to defend the Rogue River, its water quality, aquatic habitat, and communities. We achieve our conservation mission through advocacy, accountability, and community engagement. With the overall health of the Rogue watershed in mind, the Program Manager will take on a leadership role to work with partners, community members, and others to utilize their own experience and knowledge and prioritize the most serious impacts to clean water and develop sound strategies to inform campaigns focusing on water quality advocacy in the Rogue River basin of southwest Oregon. As an integral part of the KS Wild staff, the Rogue Riverkeeper Program Manager also contributes to the work of the larger organization including communications, fundraising, outings, and events.

A member of the Waterkeeper Alliance, Rogue Riverkeeper has several focus areas:

- Monitoring and responding to reports of point source and non-point source pollution within the Rogue basin including but not limited to: stormwater, wastewater, violations to Total Maximum Daily Load allocations, and aquatic trash.
- Sampling surface water and operating a small lab to analyze for *E. coli* bacteria during the summer to provide data to be shared publicly via [Swim Guide](#) and to identify threats to water quality.
- Monitoring activities in the basin that negatively impact water quality and taking action to hold polluters accountable.
- Advocating for water quality protective actions by agencies, local and state governments, and the public.
- Leading or collaborating on community education, volunteer events, and outings to increase public engagement and awareness of watershed health and the Rogue basin.

**The position is well-suited for an experienced scientist, policy strategist, community organizer, or campaign director with at least 3-5 years of professional experience.**

**Knowledge, skills, and abilities required:**

- Experience and/or understanding of ecology or natural resources, especially as it relates to watershed health.
- Experience and/or understanding of environmental policy, permitting, planning, law, and/or management especially as it relates to water or aquatic habitats in the western U.S., preferably Oregon.
- Excellent organizational skills and attention to detail.
- Good time management and an ability to be self-directed and work independently. Willingness to be flexible. Ability to multi-task, track work, and rank priorities.

- Exceptional written and oral communications. Politically astute and diplomatic. Capable of building relationships and collaborating.
- A connection to the region of southern Oregon/northern California & a commitment, passion, and dedication to conservation work.
- An eagerness to learn and engage with others, both within and outside the organization. Connects well with people and the public.
- Ability to “see the big picture,” think strategically, and prioritize as well as understand, interpret, and explain complex material.
- Open to tackling contentious issues and having challenging discussions.
- Some evening and weekend work, outdoor field work, and occasional travel required.
- Experience using the Google platform including as well as Microsoft Word and Excel.

### **Education and experience desired:**

- Bachelor’s degree or higher.
- Background in lab or field sciences.
- Understanding of state, federal, and local agencies and regulatory processes and permitting as it relates to water quality, especially in Oregon. Familiarity with the Clean Water Act and Wild & Scenic Rivers Act and associated permitting and requirements.
- Familiarity with fisheries, stormwater, floodplain, invasive plant or wildfire management, hydrology, mining issues, or riparian management.
- Experience in the outdoors working or recreating and/or using rafts or kayaks either on flat water or whitewater. Understanding of issues related to river recreation.
- Some background in communications, grant writing, environmental education, public speaking, outreach, community engagement, organizing, logistics or event management, meeting facilitation, and/or campaign strategizing.
- Experience working with agencies, partners, & collaborative projects.
- Non-profit fundraising or management experience and a desire to parlay specific campaigns into a motivational mission for funding.
- Experience working with or managing volunteers.

### **Salary Range**

- \$62,500 to \$72,500 for one full-time equivalent, based on experience.
- This position is negotiable. We are seeking someone who can fulfill 30-40 hours/week in the role. All employees with more than 26 hrs/week of permanent work receive the following benefits:
  - Health Insurance Plan (Medical and Vision)
  - 3% IRA contribution (Employee must match)
  - 5 weeks of annual Paid Time Off (Sick, Holiday & Vacation)
  - Family Medical Leave
  - Six-week Paid Sabbatical (After five years)
  - Flexibility in working-from-home and scheduling
  - Travel and work expense reimbursements

### **Working conditions**

- Hours worked and payscale negotiable.
- This position requires a physical presence in southern Oregon (Curry, Josephine, or Jackson Counties). Employees are generally expected to be in the office located in Ashland, Oregon once a week. Field work occurs in the Rogue Valley and neighboring Illinois (River) Valley.

- The position is a mix of office and field work, with some tasks requiring travel throughout the Rogue River watershed. Personal vehicle required. Mileage reimbursement available.
- At times, this position will require the ability to hike for several miles on and off trail as well as ride in a boat on moving water.

### Primary responsibilities include:

- Monitors on-the-ground activities and decisions that might impact water quality in the Rogue River and tributaries by responding to citizen reports and following planning, management, and other decisions and processes. This can include: development, agricultural or industrial activities.
- Serve as a contact or spokesperson on water quality issues in the Rogue basin to the media, general public, and within the Waterkeeper Alliance.
- Leads and participates in events such as stream clean-ups and outings for the purposes of stewardship or public engagement and education of water quality issues in the Rogue.
- Monitors activities and management of the Rogue as it relates to the Wild & Scenic Rivers Act.
- Connects broadly and collaborates with the network of professionals, community members, and organizations that work on water quality related issues in the region and state including issues before the state legislature. Takes initiative to facilitate and coordinate actions to benefit water quality.
- Develops and implements the Rogue Riverkeeper program goals and annual budget and contributes to multi-year strategic plans.
- Participates broadly in the work of KS Wild to contribute to meeting strategic plan goals, communications, immediate tasks and any challenges or needs related to the overall organization or other programs.
- Helps create and bottom line all Rogue Riverkeeper program communications for campaigns, events and fundraising.
- Assists KS Wild staff on fundraising for the Rogue Riverkeeper program
- Works closely with KS Wild Communications Manager and Membership Coordinator to create and implement the Rogue Riverkeeper program outreach, communication, and advocacy
- Operates a small water quality lab using the IDEXX Quanti-tray method for *E. coli* and coordinates surface water sampling with volunteers and single paid seasonal staffer. Utilize the [Swim Guide platform](#) and other communication channels to share information with the public as well as sharing data with the OR Dept. of Environmental Quality.
- Work with the KS Wild Conservation Attorney and partners on developing campaigns and actions related to protecting water quality, specifically using the Clean Water Act and Wild & Scenic Rivers Act as levers for actions.
- Participate as a member of Waterkeeper Alliance including ensuring that the program meets the Waterkeeper Alliance member requirements to maintain its licensing agreement.

### Duties:

50%: Clean Water & Aquatic Wildlife Defense: The Program Manager will be responsible for advocating for the compliance and enforcement of the Clean Water Act and other laws to protect water quality. This will involve tracking, reviewing, and commenting on local, state and federal applications and permits as well as state and federal legislation and responding to pollution reports within the watershed. Rogue Riverkeeper engages on the Private Forest Accord, Temperature TMDL Replacement Project, and other topics.

25%: Communications & Admin: Creating content and working with KS Wild staff to deliver various communications. Responding to email and phone calls. Tracking, recording, organizing documents, data, and materials.

10%: Managing water quality monitoring and lab: Responsible for supervising and managing seasonal staff and/or volunteers to sample surface water and analyze for *E. coli*, primarily during the summer months. Administer Swim Guide and other communications associated with the monitoring program. Reviewing and submitting data to DEQ.

10%: Outreach, Education, Stewardship: Leading or contributing to events, often with partners. Activities can include: trash removal, invasive plant control, on water outings, field trips, site tours, or community fairs. Tasks may include: event management, administration, and coordinating volunteers or other staff.

5%: Development: The Program Manager will assist and collaborate with other staff in program fundraising, including researching, applying for, and reporting on grants; donor relations and communications; writing content for annual appeals and identifying other fundraising opportunities for Rogue Riverkeeper.

**To Apply:** Email a cover letter and resume to [info@rogueriverkeeper.org](mailto:info@rogueriverkeeper.org) with the subject line, "Rogue Riverkeeper Program Manager Job". Please combine the cover letter and resume into a single PDF attachment titled "Last Name.First Name. RRK Program Manager".

**Application Deadline:** March 2, 2026 or until filled.

Potential Start date (negotiable): Spring 2026 (tentatively May 1st)

*KS Wild/RRK does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.*