



Riverscapes Program Manager

Big Thompson Watershed Coalition

Big Thompson Watershed Coalition is seeking an experienced natural-resource professional to lead its Stream and Water Resources Program. The Program Manager will guide restoration, monitoring, habitat, and partnership work across the Big Thompson watershed while supervising staff and helping BTWC build a strong, financially viable pipeline of future projects.

Employment	Full-time, exempt
Location	Home- and field-based; residence in or near the Big Thompson watershed, generally within 30 miles of Loveland, is required
Schedule	Monday through Friday, with occasional evening and weekend work
Salary	\$68,000-\$80,000 annually; anticipated hiring range of \$68,000-\$71,000, depending on experience and internal equity
Reports to	Executive Director; supervises the Riverscape Project Manager and other program staff, interns, or volunteers as assigned
Application Deadline	Open until filled; priority consideration will be given to applications received by Monday, October 26, 2026.

About BTWC

Big Thompson Watershed Coalition is a Colorado 501(c)3 nonprofit established following the 2013 flood. Since then, BTWC has leveraged more than \$25 million in federal, state, and private funding to lead or support restoration, forest health, and infrastructure projects in the watershed.

BTWC works across public and private lands with landowners, municipalities, water providers, agencies, fire districts, nonprofit organizations, contractors, researchers, and community members. Our programs focus on rivers and water resources, forest health and management, disaster recovery, and education & outreach. Through science-based planning, partnerships, and community engagement, we help reduce the effects of floods, wildfires, and other natural disturbances while supporting the long-term resilience and health of the Big Thompson River system and the communities that depend on it.

Position Overview

The Riverscapes Program Manager is BTWC's senior staff leader for stream, wetland, riparian, water-quality, and habitat work. Working with the Executive Director, the Program Manager helps set program direction, develops projects and funding strategies, supervises the Riverscapes Project Manager, and helps ensure that the program's commitments remain technically sound, well-coordinated, and financially realistic. The current portfolio includes post-fire recovery, low-tech process-based and engineered restoration, watershed monitoring, habitat enhancement, and development of future projects.

The Program Manager remains involved throughout the project lifecycle, from early assessment and landowner engagement through funding, design, permitting, procurement, construction, monitoring, reporting, and closeout. The role works closely with the Executive Director and Finance and Grants Administrator and serves as a primary technical and program contact for partners, landowners, consultants, and contractors.

Our Ideal Candidate

Our ideal candidate is an experienced restoration or natural-resource professional who is ready to oversee a program and support the people delivering it. This person will be comfortable moving among field sites, staff

supervision, project and grant information, landowner conversations, partner meetings, and technical or regulatory questions. Strong candidates will bring sound ecological judgment, organized project management, clear communication, and the ability to make practical decisions while coordinating expertise from others.

We do not expect one person to arrive with every preferred technical qualification. We are looking for someone with a strong foundation, relevant leadership experience, curiosity, accountability, and the ability to learn while guiding a collaborative program.

Primary Responsibilities

- Develop and implement program goals, work plans, measurable outcomes, and a financially viable project pipeline in coordination with the Executive Director, staff, Board, and partners.
- Hire, supervise, mentor, and evaluate program staff; establish priorities, balance workloads, and support effective project delivery.
- Oversee multiple restoration and monitoring projects on public and private lands, including scopes, schedules, consultants and contractors, permitting, implementation, monitoring, reporting, and closeout.
- Monitor program budgets, grant expenditures, match commitments, contracts, deliverables, and performance measures in coordination with organizational leadership and finance and grants staff.
- Develop funding strategies and contribute to grant prospecting, proposals, agreements, amendments, and reimbursement documentation.
- Work directly with private landowners and coordinate agencies, water providers, nonprofit organizations, researchers, contractors, funders, and community partners.
- Provide or coordinate technical oversight for low-tech process-based and engineered restoration, habitat assessments, water quality and watershed monitoring, and related environmental review and permitting.

Required Qualifications

- Bachelor's degree or equivalent training in a relevant natural-resource field, plus at least five years of progressively responsible experience. A relevant master's degree may substitute for up to two years of experience.
- Experience managing complex natural resource or restoration projects, including scope, schedule, partner coordination, deliverables, reporting, and use of budget information to guide project delivery.
- Experience supervising staff or leading interdisciplinary teams, consultants, contractors, interns, or volunteers.
- Experience writing grants and reports, working with private landowners, and coordinating agencies, technical specialists, contractors, and community partners.
- Experience with consultant or contractor procurement and working knowledge of environmental review, permitting, and regulatory compliance.
- A strong ecology background and the ability to integrate hydrology, geomorphology, vegetation, water quality, wildlife habitat, infrastructure, and land-management considerations.
- Strong communication, facilitation, problem-solving, organizational, and decision-making skills; a valid driver's license; and the ability to meet BTWC's vehicle-insurance requirements.

Preferred Experience

We are particularly interested in candidates with experience in low-tech process-based or engineered restoration; U.S. Army Corps of Engineers permitting; habitat assessments; riparian and wetland vegetation; wildlife and fisheries; water quality or effectiveness monitoring; GIS and field-data tools; forestry and post-fire recovery; or Northern Colorado watersheds and partnerships.

Candidates are not expected to bring every preferred qualification. BTWC values relevant transferable experience, demonstrated learning, and continued professional growth.

Compensation and Benefits

The salary range is \$68,000-\$80,000 annually. BTWC anticipates hiring between \$68,000 and \$71,000, depending on directly relevant experience and internal equity. Benefits include 10 paid holidays; 15 paid vacation days to start; 6 paid sick or mental health days; a compensatory time policy; a \$7,200 annual health-

insurance stipend; a 3% retirement match; a field-gear stipend; and professional development, training, certifications, and conference attendance as funding allows.

Location and Working Conditions

Because BTWC does not maintain a central office; this is a home- and field-based position. Regular in-person work throughout the watershed is essential. The role includes travel on rural and unpaved roads, outdoor work in variable weather and uneven terrain, and occasional evening or weekend work. A program work truck is available; occasional personal-vehicle use is reimbursed.

How to Apply

Application deadline: Applications received by October 26, 2026, will receive priority consideration. Applications may be reviewed as they are received, and the position will remain open until filled. BTWC reserves the right to extend or close the search without making a hire.

Application instructions:

Please email **one** PDF with a cover letter and full resume (both in one file) to:
marin.oschmann@bigthompson.co

Save the file according to this format: "Your Last Name – BTWC 2026 Riverscapes Program Manager"

Include as the subject of the email: "Your Last Name – BTWC 2026 Riverscapes Program Manager"

Files e-mailed as separate PDFs or in formats other than PDF may be rejected. The cover letter should clearly demonstrate the applicants' ability to fulfill the stated duties and demonstrate knowledge of the field work in no more than 1 page.

Anticipated hiring timeline

Initial interviews are anticipated during the week of November 9th, followed by finalist interviews the week of November 16th. BTWC hopes to make a selection by November 30th, with an anticipated start date of December 21st. The start date may be adjusted based on the selected candidate's availability.

Equal Employment Opportunity

Big Thompson Watershed Coalition is an equal opportunity employer. BTWC considers qualified applicants without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, or any other status protected by applicable law.