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Fish Passage Project Manager

Job Title: Fish Passage Project Manager

Location: Hybrid, West Yarmouth, MA NRCS-CCCD office and remote

Number of Positions: 1, Full-time (40 hours per week)

Salary: \$65,000-\$80,000 annually, based on qualifications and experience

Benefits: include health insurance, paid vacation and sick time, employer retirement contribution

Application Deadline: When filled

The Cape Cod Conservation District (District) in West Yarmouth, MA seeks qualified applicants for a full-time Fish Passage Project Manager position. The Project Manager will work with all fifteen (15) Cape Cod towns, MA Division of Marine Fisheries (DMF) and other partners to plan and implement fish passage restoration projects under the USDA Natural Resources Conservation Service (NRCS) Cape Cod Water Resources Restoration Plan (Cape Plan) (see <http://www.ma.nrcs.usda.gov/programs/CCWRRP/>).

The Fish Passage Project Manager will help coordinate all aspects of fish passage project development and implementation under the NRCS Cape Cod Plan, as implemented by the Towns in cooperation with the Cape Cod Conservation District. This coordination includes providing technical assistance directly to all 15 Cape Cod towns, NRCS and other project partners. The position will be administered and supervised by the District Program Manager with support from USDA NRCS staff. The Fish Passage Project Manager will report directly to the District Program Manager.

Duties and Responsibilities:

1. Coordinate and provide technical assistance to the District, all Cape Cod Towns and NRCS on the implementation of fish passage and potential other restoration projects from conceptual designs to approved engineering construction plans and project implementation/construction, including inspectional services.
2. Coordinate and provide technical assistance to the District, the Towns and NRCS for the evaluation, prioritization and selection process for fish passage restoration projects to meet the Project's objective of maintaining and enhancing existing river herring spawning runs.
3. Coordinate and provide technical assistance to the District, Towns, and NRCS to the bidding process for project construction and development of construction specifications in compliance with NRCS Fish Passage guidelines.

4. Conduct field assessments of potential improvements to river herring spawning, nursery, and migratory habitat as part of the site selection process.
5. Conduct site visits at all potential fish passage restoration projects for the Cape Cod Water Resources Project and maintain an electronic narrative and photographic file for each location, to be used for public information and progress reporting purposes.
6. Coordinate efforts with Towns and MA Division of Marine Fisheries (DMF) to carry out statutory and regulatory requirements of anadromous fish passage management in Massachusetts.
7. Provide project leadership of specific projects accepted in agreements between NRCS and Towns, including managing project contracts, budgeting, reporting and site management during construction.
8. Provide technical information on marine fisheries resources for restoration projects that do not specifically address fish passage but occur in coastal rivers that support anadromous fish habitat.
9. Represent the District and other project partners at public forums with verbal communications and prepared presentations.
10. Assist towns in securing non-Federal funds for use as local match.

Qualifications:

MINIMUM REQUIREMENTS: Applicants must have at least (A) four (4) years of full-time, or equivalent part-time, professional, or technical experience in the fields of fisheries biology, marine science, environmental engineering, environmental science, or natural resource conservation and management, of which (B) at least two (2) years must have been spent in a professional capacity, or (C) any equivalent combination of the required experience and the substitutions below.

1. A Bachelor's degree with a major in biology, marine science, environmental engineering, environmental science, or natural resource conservation and management, may be substituted for a maximum of one (1) year of the required (A) experience.
2. A Graduate degree with a concentration in fisheries biology, marine science, environmental engineering, environmental science, or natural resource conservation and management, may be substituted for a maximum of two (2) years of the required (A) experience.
3. Excellent written and oral communication skills, with strong attention to detail. Strong interpersonal skills and proven ability to work with a variety of people/demographics.
4. Professional experience in project management, including developing work plans, coordinating partners, managing budgets, and managing consultant services contracts.

Other Requirements:

- Possession of a current and valid Massachusetts Class D Motor Vehicle Operator's License.
- The position will require adequate physical conditioning to participate in active field work that will occasionally include adverse environmental conditions.
- Occasional requirements to attend evening and/or weekend meetings and to attend scheduled events outside of normal working hours.

Preferred Qualifications:

1. A Master's degree in fisheries biology, marine science, environmental engineering, environmental science, or natural resource conservation and management with three (3) or more years of professional experience with anadromous fish biology, management and restoration OR a Bachelor's degree with at least five (5) years of professional experience.
2. Knowledge of current fish passage design and engineering standards
3. Knowledge and experience with the life history and biology of diadromous fish species.
4. Knowledge of the principles and practices of marine and fisheries biology including experience in sampling methods for collecting marine and diadromous fish.
5. Knowledge of marine flora and fauna of Cape Cod, including the Gulf of Maine and Nantucket Sound.
6. Experience with the methods and software used to for data entry and the preparation of charts, graphs and tables, including competency with Microsoft Office and GIS software.
7. Ability to interpret and apply in a professional capacity the policies, procedures, guidelines, laws, rules and regulations governing DMF shellfish statutory and regulatory responsibilities.
8. Ability to evaluate physical and biological data related to shellfish populations and habitats in order to draw conclusions on potential restoration projects and make appropriate recommendations based on scientific data and principals.
9. Demonstrated ability with written and verbal communications, including the preparation of general and technical reports, and giving professional presentations in public forums.
10. Demonstrated professional versatility to work well with DMF staff and other partners during collaborations on restoration project development, while also working independently to meet deadlines on multiple assigned tasks.
11. Experience with Massachusetts town government and permitting processes.
12. Experience in successful grant writing, grant administration and reporting.
13. Ability to interpret and review civil engineering plans and technical specifications.

How to Apply:

Application deadline: When filled

Submit a cover letter, resume and three (3) references – digitally in PDF or MS Word format (PDF preferred) – to:

Cape Cod Conservation District

Attn: Fish Passage Project Manager

Email address: capecodconservationdistrict@gmail.com

Hard copy applications via regular mail will be accepted if digital submittal is not possible for an applicant. The mailing address is:

Cape Cod Conservation District

Attn: Fish Passage Project Manager

303 Main St.

West Yarmouth, MA 02673

The Cape Cod Conservation District serves the citizens of Barnstable County, Massachusetts in helping to address the resource concerns of its soil, water and other resources, and is a subdivision of state government (see www.capecodconservationdistrict.com)