

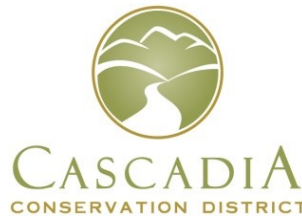


State of Washington

Riverscape Restoration Program Manager

SALARY	\$6,948.93 - \$8,042.67 Monthly \$83,387.16 - \$96,512.04 Annually	LOCATION	Chelan County – Wenatchee, WA
JOB TYPE	Full Time - Permanent	JOB NUMBER	2026-CCD RRPM
DEPARTMENT	Cascadia Conservation District	OPENING DATE	01/23/2026
CLOSING DATE	Continuous		

Description



ABOUT US

Cascadia Conservation District's mission is to encourage wise stewardship and conservation of all natural resources in Chelan County by:

- Working to implement conservation best management practices on the ground.
- Being an active advocate for wise land use and water management decisions.
- Promoting a reasonable approach to environmental problems. Providing locally led, voluntary, non-regulatory solutions to local environmental problems.
- Educating both adults and youth about natural resources stewardship.

Cascadia CD consists of a small team of dedicated staff focused on providing technical assistance, cost share and building programs that serve our community and the natural resources in Chelan County. Cascadia CD is a non-regulatory political sub-division of Washington State and is governed by a 5-member volunteer Board of Supervisors.

Duties

About the Role

Cascadia Conservation District is seeking a highly motivated and skilled individual to join the District in the role of Riverscape Restoration Program Manager. This permanent, part-time or full-time position (30-40 hours per week) will lead the District's Riverscape Restoration program. This position will lead a dedicated and passionate group of staff, including resource specialist and technicians to develop, implement, maintain and monitor riverscape restoration projects to benefit salmonid species and water quality in Chelan County. This position will be responsible for overseeing the ongoing efforts, planning for the future, and making sure this program meets grant deliverables and expectations while maintaining a supportive and effective work environment. Cascadia CD is located in Chelan County, Washington with physical office space located in the city of Wenatchee. Remote work is available with the candidate expected to work out of the Wenatchee office a minimum of 1-3 days per week. Employees must reside in Washington State and be within a reasonable distance to the Cascadia CD office to meet workplace reporting requirements. Funding for this position is subject to the continuing availability of federal, state, and local grants and contracts. This position report directly to Cascadia CD's Conservation Program Director.

Service Area

The quality of life in Chelan County is unsurpassed, evident by a steadily increasing population and a strong, diverse economy. The area's natural beauty and abundance of recreational opportunities are two of the many reasons people come to Chelan County. It's a place characterized by sparkling clear rivers, clean air, flowered hillsides, expansive views, spectacular mountains, brilliant skies, and productive orchards and farms. From the ridge tops to the valley bottoms, Chelan County is a spectacular place to live, work and play.

Typical Work

The Riverscape Restoration Program Director will oversee the Riverscape program staff while also implementing their own restoration projects. This position will include a mix of supervisory program management tasks and field tasks. A typical day in the office may include team coordination, budget check-ins, grant reporting and status updates, coordination with other Conservation District programs such as Forestry and Agriculture, conducting longer term program planning and coordinating with partners on county or statewide initiatives. A typical day in the field may include site visits to active or prospective project sites, assisting with project implementation in the field, meeting contractors and partners in the field and supporting logistics for implementation. This position will spend approximately 65% of their time in the office and 35% in the field. For a full list of duties for these positions, please see the job description posted at: [Careers – Cascadia Conservation District](#)

Qualifications

Minimum Qualifications

A qualified candidate must have:

- Bachelor's degree involving a major study in environmental or physical science, one of the natural sciences or closely related field and five years of professional level experience. An Associate's Degree in environmental or physical science or technology or other closely related field may be substituted for a Bachelor's Degree if the applicant has seven years or more of applicable experience. *Please address this in your cover letter.*
- Very strong organizational and written/verbal communication skills with the ability to adapt written and spoken communication to various audiences using formal and informal communications.
- Advanced desktop computer literacy and computer software skills. Ability to use Microsoft Word, Excel, PowerPoint, Outlook, etc., and learn new technologies to perform the functions of the position.
- Experience providing technical assistance to the public, including private landowners, farm operators, and managers.
- Demonstrated ability to independently develop and write competitive grant proposals for Riverscape planning, design, and implementation, including development of project budgets, cost estimation, ongoing budget monitoring, expenditure tracking and reconciliation, financial reporting, and coordination with finance staff to ensure compliance with grant requirements and internal accounting procedures.
- Experience working independently in remote locations under a variety of weather conditions, carrying field equipment to complete required job tasks.
- Valid, unrestricted driver's license or able to attain one upon employment.

Desired Qualifications

A well-qualified candidate will have some or all of the following qualifications:

- Knowledge/experience implementing Natural Resources Conservation Service (NRCS) 9 steps of conservation planning.
- Strong skills in multi-tasking and the ability to meet multiple deadlines with an exceptional standard of quality control.
- Intermediate to advanced skills in ArcGIS mapping software including ArcPro, ArcGIS Online and Field Maps.
- Experience with project management and database software systems such as Smartsheet, and Quickbase.
- 3-5 years experience with riparian restoration projects.
- Knowledge/experience working within grant deliverables and budgets.
- Demonstrated commitment to the practical application of diversity, equity, and inclusion strategies.
- Spoken and/or written proficiency in Spanish.

Desired Attributes

Cascadia is seeking applicants with the following attributes:

- Pragmatic
- Open-Minded and empathetic
- Ability to maintain a positive attitude and sense of humor in tough conditions
- Able to adjust to changing circumstances and innovate when conventional methods fall short
- Comfortable with dynamic situations and knowledgeable enough to apply it in creative ways
- Deeply curious and care about how all people connect with the landscapes around them.
- Works well with diverse teams with differing backgrounds and approaches
- Dedicated to serving the public in an open, ethical and efficient way
- Ability to work within established program rules and procedures in a positive manner
- Attention to Detail

Supplemental Information

Compensation

Starting pay range at \$6,948.93 - \$8,042.67 per month (\$83,387.20 - \$96,512.00 per year).

Job Classification and starting pay Depending on Qualifications and Experience

Benefits

WA State Retirement (PERS) Vacation Leave, Sick Leave, Holidays, Medical/Vision/Dental, Basic Life Insurance, Monthly VEBA Benefit, Optional Aflac, Short Term/Long Term Disability, and other optional benefits through Washington Counties Insurance Fund

TO APPLY

Submit cover letter and resume with at least three (3) references to Ryan Williams via this Smartsheet form:

<https://rebrand.ly/riverscapepm>

Open until filled.

First review round will occur for applications submitted by February 20, 2026 at 5:00PM.

Cascadia CD is an Equal Opportunity Employer.

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: If the position offers benefits which differ from the following, the job posting should include the specific benefits.

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, or for loss of pregnancy, are entitled to five (5) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 01-07-2026

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Website

<http://www.careers.wa.gov>