

Appalachian Headwaters Native Habitat Manager

Summary

The Native Habitat Manager is responsible for implementing and managing Appalachian Headwaters native habitat education, maintenance, and restoration projects. Appalachian Headwaters currently owns 900 acres of legacy forest and pastureland in various states of restoration. The acreage will likely increase in the future.

Appalachian Headwaters' mission is to conduct environmental education and ecological restoration. Our new educational facilities include large and small meeting spaces and a teaching lab. A successful applicant will have a strong environmental ethic, a deep understanding of the interaction between climate change and native Appalachian ecology, and the ability to communicate with students and the public. The Native Plant Manager will work with the Director of Ecology and the Native Plant Program Manager closely on all aspects of ecological planning, monitoring, and habitat management as well as with college and high school interns. Knowledge of plant relationships with native pollinators is also important.

Duties and Responsibilities

The duties of this position include, but are not limited to:

- Help plan and assist with conducting environmental education programming.
- Work with Plant Program Manager to select seed and plant species appropriate to restoration sites.
- Manage a small team of restoration technicians in the implementation, monitoring and maintenance of restoration and site maintenance efforts including site preparation, planting, soil health, and forestry improvement strategies
- Assist with pre-and-post restoration field site monitoring, plant species inventories, and ecological habitat restoration planning /implementation in coordination with the Director of Ecology, other partners, and staff
- Assist in the creation of habitat improvement and management plans
- Create and maintain an information base utilizing GIS and other mapping tools to map habitats/restoration needs/planning projects
- Provide mentorship to high school and undergraduate level interns providing guidance, educational opportunities and technical training
- Responsible for leading invasive plant management including removal and native seeding.
- Assist in the creation and maintenance of trail systems on Appalachian Headwaters' properties
- Assist in public/community outreach and educational programming with the ability to effectively communicate with scientific and non-scientific audiences

Education and Qualifications

- Bachelor's Degree or higher required in Ecological Restoration, Natural Resource Management, Forestry, Environmental Engineering, Environmental Science, or a

related field. Candidates with an MS or PhD, and/or significant experience will be eligible for higher salary.

- Ability to work independently with minimal supervision as well as work with diverse people and to build partnerships within the local community
- Ability to solve problems and think creatively to develop and implement habitat management plans, restoration initiatives, and educational programming
- Knowledge of impacts of climate change on Appalachian ecosystems
- Experience operating and maintaining power tools, UTVs, mowers/tractors, and trailering equipment a plus, but not required
- Experience with ecological restoration principles, methods, and practices, including engineering design/construction concepts.
- Experience with natural resource management issues relevant to the conservation of native plants and pollinators in Appalachia as well as familiarity with plant species native to Central Appalachia
- Enthusiasm, passion, and a strong work ethic for working with a small team in a rural West Virginia community
- Strong written and oral communication skills

To Apply:

Please send the following documents as a single PDF to Dr. Merri Collins at mcollins@appheadwaters.org with Habitat Restoration Specialist in the subject line. Applications must be received by 3/3/25 for full consideration. Applicants from diverse backgrounds are encouraged to apply. If you feel you meet most, but not all, of the above qualifications, you are encouraged to apply.

- A cover letter describing how your work experiences have prepared you to successfully complete the position duties outlined here, as well as why you feel you would be a good fit for this position and the soonest date you would be available to begin work.
- Current CV or Resume with a list of three professional references

Salary Range: 55K-85K annually based on educational credentials and experience. Job includes benefits including medical insurance and 10%match for 401K contributions.