



## **Western Pollinator Habitat Manager Full-Time Position**

**Pollinator Partnership (P2)** is looking for an experienced and passionate professional who possesses the skills to conduct habitat restoration and implementation in the State of California and beyond. This candidate should be a detailed and team-oriented professional, have a strong work ethic, and be committed to the mission and values of P2. The successful candidate should be interested in pollinator conservation and natural resource management.

### **About Pollinator Partnership:**

Pollinator Partnership is a not-for-profit organization whose mission is to protect and restore populations of pollinator species. As world's largest organization devoted exclusively to the preservation of birds, bees, butterflies, beetles, and bats, P2 plays a key role in preserving terrestrial ecosystems, promoting agricultural productivity, and enhancing local communities through pollinator-centered work. P2 has been actively supporting the conservation and protection of pollinators throughout North America since 1996. A multifaceted approach using original science; habitat preservation and creation; policy outreach; and public education has helped us achieve our goals in pollinator conservation. For more information, visit [www.pollinator.org](http://www.pollinator.org).

### **Principal Responsibilities:**

- Work directly with landowners and managers on location (local travel frequent) to provide technical assistance for the creation of pollinator habitat across various landscapes.
- Create and execute habitat implementation plans including site prep, installation, and maintenance.
- Conduct site assessments and identify suitable locations for habitat projects.
- Provide detailed plans for key habitat components such as irrigation and integrated vegetation management.
- Seed mix curation, species selection, and garden designs, with some plant and pollinator identification.
- Guide and manage staff on habitat projects.
- Manage projects related to habitat creation in the west including reporting, budgeting, managing deliverables and timelines.
- Participate in grant application development as requested.
- Support various staff with expertise in habitat restoration as needed.
- Coordinate with plant material vendors and contractors to carry out work on the ground.
- Provide recommendations for permitting and regulatory paperwork pertaining to state and government agency restrictions and programs.
- Promote Pollinator Partnership programs such as Bee Friendly Farming, Pollinator Solar Habitat, and Monarch Wings Across California.
- Coordinate and work directly with program staff, conservation stakeholders, and sponsors.
- Guide and potentially supervise habitat staff

### **Required Skills:**

- Master's degree in environmental science, natural resource management, horticulture, plant ecology, or equivalent professional experience.
- Project management experience (2+ years' experience preferred).
- Experience working with landowners and contractors.

## POLLINATOR PARTNERSHIP

- Supervisory experience.
- Good understanding of habitat restoration in California and the west coast including plant ecology, site preparation, habitat installation, and maintenance.
- Experience working in agricultural landscapes, creating pollinator habitat through cover crops and hedgerows.
- Experience working in other landscapes to create pollinator habitat (such as gardens, rights-of way habitat, and/or solar installations).
- Ability to travel locally to project sites (personal car required; mileage reimbursed). Valid driver's license and clean driving record.
- Ability to manage hired contractors to oversee habitat activities on location.
- Understanding of state and federal regulatory guidelines for landscape modifications (NEPA, CEQA, Conservation Easements etc.).
- Strong planning, implementation, and multitasking skills.
- Strong organizational and communication skills, including excellent verbal and written communication skills.
- Strong computer skills, including Microsoft Word, PowerPoint, and Excel.

### **Preferred Skills:**

- Pollinator biology, conservation, and research experience (including native and managed bees, butterflies including monarchs, and other pollinators).
- Knowledge of regulatory and conservation incentive programs, such as USDA Farm Bill Conservation programs, and state conservation programs.
- Pesticide applicators license.
- Bilingual (Spanish, English).

**Compensation:** \$65,000-\$75,000. Compensation will be based on experience and qualifications.

Pollinator Partnership is proud to offer robust employee benefits including 100% employer-sponsored health, dental, vision, and life insurance; optional HSA enrollment; up to 3% employer match on SIMPLE IRA retirement plan contributions; 10 vacation days per year; 11 observed holidays; quarterly wellness days; monthly utility stipend; professional development and home office stipends; reimbursement for local travel and expenses.

**Location:** California - remote employee, office not provided.

**How to Apply:** Interested candidates should combine their cover letter, resume, and contact information for 3 references into one PDF using the following naming convention “**Last Name\_Western Pollinator Habitat Manager**” and apply by filling out the form at the link [here](#). Applications will be accepted until Jun 30, 2025.

*Pollinator Partnership is an equal opportunity employer. P2 offers equal employment opportunities without regard to race, color, gender, religion, age, nationality, social or ethnic origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, veteran status, or any other characteristic protected by law.*