



Title: Watershed Specialist

Reports to: Ecology & Restoration Program Director

Effective Date: September 15, 2025

### **POSITION OVERVIEW**

The Watershed Specialist is a critical link between VLT's Ecology & Restoration Program and Conservation Program, accountable for delivering watershed protection and restoration outcomes throughout our portfolio. The Watershed Specialist also helps advance the pace, scale, and quality of restoration by helping to form, launch, and lead a Process-Based Restoration Network. This position evaluates, assesses, maps, communicates about, and recommends protections for ecologically significant features on land where VLT is involved. This position works statewide, advancing and tracking surface water planning through data management, remote and field mapping, and interfacing with VLT project directors, landowners, and partners. These new projects will support easement protection, riparian forest regeneration, instream restoration, and other efforts.

### **ESSENTIAL JOB RESPONSIBILITIES**

- Works with Land Conservation and Stewardship teams to provide timely and complete ecological reviews of current or potential easement projects (e.g., farmland, forestland, community, river corridor, and other easements). Evaluates each property's natural features by reviewing best-available GIS data and, when appropriate, performing field assessments as needed.
- Prepares ecological reports and maps for project staff and indicates if features are eligible for special protection. Provides input and comment throughout the easement drafting process to ensure appropriate level of protection.
- Ensures conservation design on new easement projects fully incorporates surface water protections for streams and wetlands, including potential beaver habitat, in accordance with VLT policies.
- Plans for restoration of those stream and wetland features at or around the time of conservation, in collaboration with VLT colleagues, landowners, and external partners as necessary. Planning will include targeted farmland retirement for riparian and wetland areas, beaver coexistence planning and stream and wetland restoration.
- Advances restoration projects identified and developed through surface water planning process by engaging watershed planning partners, VLT restoration program staff, or others who will ultimately lead those projects. Restoration on most new farmland projects includes riparian plantings and instream wood addition. More complex projects



may include stream and wetland crossings, manmade dam removals, or wetland restoration.

- Collaborates with Program Directors and external partners to launch and coordinate a Vermont Process-Based Restoration Network, following the models of similar networks in Vermont and beyond. Schedules network meetings and events, manages network communications, maintains resource library, coordinates speakers and guests, facilitates meetings.
- Builds and maintains relationships with landowners and partners throughout the state in support of our 'Inviting Beavers Back' strategy and associated restoration goals.
- Participates in staff meetings, team planning for restoration program and cross-program collaborations and initiatives, and other gatherings as appropriate.
- Performs special projects and other related duties as requested, directed, or as the situation dictates.

## QUALIFICATIONS

*Consideration will be given to candidates demonstrating comparable qualifications acquired through a different combination of education and experience than what is outlined below.*

- Understanding of and commitment to the mission and strategic objectives of the Vermont Land Trust.
- Broad-based knowledge of Vermont's natural history, particularly its significant natural communities; physical landscape; hydrologic, wetland, and riparian resources; wildlife resources; and rare species.
- Broad-based knowledge related to working lands (agriculture, forestry) practices, in particular their interaction with restoration and ecological protection.
- Three to five years of direct experience in ecological assessment, restoration, wetland delineation, hydrology, geomorphology, water quality protection, or a related field.
- A bachelor's degree in Conservation Biology, Natural Resources, Environmental Engineering, or a related field.
- Strong skills in project management, time management, budget development and management, and balancing/prioritizing competing demands.
- Ability to communicate clearly and accurately about complex ecological and land conservation issues with a wide range of people, in writing and in person.
- Excellent interpersonal and communication skills, including writing, consulting, coordinating, negotiating, listening, and public speaking skills.



- Ability to communicate with different personalities, resolve conflicts, and ask and answer difficult questions, including ability and willingness to work across differences and to practice inquiry.
- Ability to represent VLT and interact effectively with a wide range of organizations and individuals, and to work cooperatively with all VLT staff and Board members.
- Ability to work independently and collaboratively and to engage in independent and group problem-solving.
- Ability to effectively operate computers, mobile devices, and assigned software, including Microsoft Office Suite (Word, Excel, Access, etc.), mapping software (i.e. ArcPro), and digital photography-related software.
- Ability and willingness to learn and adapt to new technology that VLT adopts over time.
- Ability to travel extensively around the state. Valid driver's license and vehicle required.

#### **WORKING CONDITIONS & PHYSICAL DEMANDS**

This is a hybrid position, based out of our Richmond office, with a minimum of two full or partial days in the office. Some work is performed outdoors in all weather conditions and may involve exposure to noise, dirt, dust, smoke, vehicles and other fumes, and to large machinery and livestock. Frequent standing, walking, and climbing on varied terrain is required. Other work is performed in an environment not subject to extremes of noise, temperature, odor, etc. Work requires extended sitting and repetitive motion at computer, keyboard, and mouse.

#### **SALARY AND BENEFITS**

\$67,200 annual starting salary

Our generous benefits package includes:

- A cafeteria plan equivalent to \$25,561 to cover the cost of the following benefits:
  - Medical and dental care
  - Flexible Savings Accounts
  - 403b retirement program with employer match
- 6 weeks annually of Combined Time Off
- 8 hours of paid volunteer time

*The Vermont Land Trust is an Equal Opportunity Employer. We encourage people of all backgrounds and lived experiences to apply. We recruit, employ, compensate, and promote without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, physical or mental disability, genetic or family medical history, marital,*



*parental, veteran, or military status, unfavorable military discharge, or any other status protected by applicable federal, state, or local law.*

## **ABOUT THE VERMONT LAND TRUST**

Vermont is a place where the well-being of land and people is entwined. With families, communities, and partners, the Vermont Land Trust conserves land and fosters life-long connections to the farms, forests, and natural areas that define us.

The Vermont Land Trust is a nationally recognized leader in conservation. Rooted in Vermont since 1977, we have protected more than 640,000 acres of farmland, forestland, and community lands, covering over 11% of the state. Much of this land is privately owned and contributes to our abundance of local food, maple and timber products, tourism and recreation, and the vitality of our towns and villages.

## **OUR VALUES**

Trust is in our name, and it lies at the center of who we are. Taking the time to listen and learn is in our bones. In every interaction, we strive to be reliable, communicative, and fair. Our core values, co-created with staff, continue to guide our intentions, actions, and culture.

**Service:** We value service through high-quality work and bring integrity to all that we do, inspired by our mission.

**Trust:** We value building and maintaining the trust of the communities and people with whom we work.

**Communication:** We value transparency, listening, curiosity, candor, clarity and patience.

**Fairness:** We value diverse experiences and perspectives and strive to extend the benefits of our work to all.

**Community:** We value a supportive and collegial environment based on teamwork and mutual respect.

**Learning & Growth:** We value growth and improvement that challenges us and fosters learning, creativity, and flexibility.



*The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

*This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer, as the employer's needs and requirements of the job change*