



Come work with the Minnehaha Creek Watershed District!

Title: Project Maintenance Program Manager

Salary Range: \$78,200 – \$109,500

Starting Salary Range: \$78,200 – \$93,900

Application review begins October 24, 2022. Learn more and apply at

www.minnehahacreek.org/employment

Get to Know Us – Our Why:

The Minnehaha Creek Watershed District (MCWD) believes that water is a central organizing element in the development of sustainable cities. We know that our lakes, streams, and wetlands have the power to underpin community identity, and grow social, environmental, and economic value.

This is why we are dedicated to building a landscape of vibrant communities where nature and the built environment exist in balance and create value and enjoyment. We are pursuing a vision of [A Balanced Urban Ecology](#) through public-private partnerships that protect and improve water, while creating a sense of place within the watershed.

How We Work Together – Our Culture:

MCWD is more than a leader in watershed management. It is a place to explore potential, and to push the boundaries of what you thought was possible. We know that success is driven by talented people who want to grow, think, and create. Our culture thrives on ideas, imagination, initiative, and the power that diverse perspectives bring to our collective mission. At MCWD we enjoy the challenge of deep meaningful work and appreciate the power we have as a team to achieve excellence in a constantly evolving environment.

What You Will Be Doing – The Job:

As Manager of MCWD's Project Maintenance Program, you will understand the function and value of MCWD's 70+ projects (e.g., stormwater ponds, weirs/dams, wetland and prairie restorations, creek meanders, boardwalks) and lands (1,000+ acres of MCWD owned and conservation easements); and will forecast and implement maintenance activities to maintain and improve the watershed benefit and beautiful places that MCWD's projects have created.

Strategic Planning, Leadership, and Management:

- Develop, implement, evaluate, and maintain strategic direction for MCWD's Project Maintenance program.
- Cultivate a data-driven, predictive approach to maintenance that continuously improves MCWD's ability to proactively maintain projects and continues to deliver on MCWD's Balanced Urban Ecology brand.
- Recommend new policy changes and maintenance strategies that improve MCWD's ability and capacity to maintain projects.

We collaborate with public and private partners to protect and improve land and water for current and future generations.

Project Maintenance & Land Management:

- Sustain and build relationships with project partners, including MCWD cities, state, and regional agencies, to ensure MCWD's project are being maintained to the highest standard.
- Work with staff, legal, and engineering teams to implement and continuously improve MCWD's project maintenance program.
- Build and maintain a data management system, cataloging MCWD's capital project assets, to assist in the planning and implementation of project operations and maintenance.

Learn, Grow, and Develop New Leaders:

- Work in a dynamic, innovative environment that allows you to stretch and professionally develop as part of a passionate team working to grow MCWD's impact.
- Provide authentic, servant leadership and foster an inspiring, cohesive, high-performing team environment that lives MCWD's culture and achieves the Project Maintenance program's strategic objectives.
- Manage for excellence through clear expectations, effective delegation, shared team responsibility for a common mission, continuous improvement, and high accountability.

What You Will Bring to MCWD:

- A passion for advancing MCWD's vision of watershed management
- 3-5 years of experience in natural resource management, project management, or a related discipline
- Knowledge on the design, construction, and maintenance processes for stormwater management practices and vegetation restoration projects
- An ability to spot relevant patterns and issues, and forge new alternative ways forward
- The capacity to track, digest, and manage detail while maintaining a strategic perspective
- Proven experience inspiring, leading, developing and managing small teams
- A drive to stretch, learn, and grow in a high performing environment
- Flexible thinking, adaptability, and a desire to actively manage change
- A propensity for interpersonal communications, and the ability to build consensus
- A drive to build lasting relationships across a diverse set of stakeholders
- A preference for working in office to support deep collaborative work

What We Can Offer You:

MCWD believes that taking care of its people is the right thing to do. We strive to provide an environment that supports great work, balanced with a great life, by offering:

- The opportunity to influence the strategy of a mission driven leader in watershed management
- A commitment to maintaining competitive total compensation as a means to recruit and retain top talent to support our mission (see our [compensation policy](#))
- Employer paid health and dental coverage
- A collaborative and supportive culture
- Flexible hybrid work environment (2 days/week in office) that balances in person collaboration with independent deep work
- Generous number of vacation and sick days each year
- 11 paid holidays per year
- Opportunities for growth and professional development, including tuition reimbursement

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