



Job Title: Water Quality Monitoring Manager
Department: Conservation
Supervisor: Director of Conservation
Position type and expected hours of work: Full Time
Location: Hybrid (Remote & Woodend)
FLSA Status: Exempt
Salary Range: \$52,313-\$57,000 (Band 20)

Summary:

The Water Quality Monitoring (WQM) Manager is responsible for managing Nature Forward's community-science water quality monitoring program for adults and families. Additionally, the manager will support Nature Forward's community science app, Creek Critters, by tracking data and coordinating contractors as needed for app updates. Finally, the manager works with other staff in Conservation and throughout the organization to create and support outreach programming on stream science issues in support of our Priority Campaign Areas, especially reaching new and diverse audiences.

To Apply: To apply for this job, please send your resume, cover letter and 3 references to conserve@natureforward.org. Applications for this job posting will be accepted through end of day, Wednesday, March 11, 2026.

Essential Duties and Responsibilities

Water Quality Monitoring Program

- Provide strategic direction in collaboration with the Conservation Director to the benthic macroinvertebrate WQM program, including evaluating the relevance of protocols and proposing new ones as needed.
- Coordinate 200+ volunteers. Onboard, train, and assign new volunteers to teams. Maintain lists of monitoring volunteers and teams. Support team leaders with training and technical assistance as needed. Communicate with volunteers and provide a welcoming environment for them.
- Implement training and testing requirements for monitors and team leaders, including teaching, contracting, or finding instructors to teach required classes.
- Manage portfolio of stream sites and identify new ones as needed. Keep all monitoring permits current.
- Prepare supplies for team leaders before each monitoring season and check equipment following each monitoring season.

Program Compliance & Data Management

- Implement Quality Assurance and Performance Improvement protocols to maintain WQM program at a Tier 2 level.
- Manage benthic macroinvertebrate specimen collection and coordinate the identification of new specimens. Maintain WQM benthic macroinvertebrate taxonomic list.
- Report data to appropriate government agencies, Nature Forward partners, and the general public.
- Update Water Quality Monitoring GIS Map with data quarterly and Water Quality Monitoring website as needed.

Creek Critters Program

- Contract with technical providers to maintain and (as needed and funding is available) revise the *Creek Critters*® smartphone app
- Collaborate with Izaak Walton League of America to grow the userbase for the app and maintain connectivity to the Clean Water Hub
- Collect quarterly metrics on app and userbase to report to funder
- Seek opportunities to integrate Creek Critters with the WQM program

Other Conservation Outreach

- Work with Environmental Education and Conservation Advocacy staff on targeted outreach campaigns, events, and projects with priority communities
- Prioritize reaching new and diverse audiences
- Seek and maintain partnerships, and identify potential funding opportunities for partnerships, projects, or programs
- Assist with grant proposals, manage grant programs, and prepare grant reports.

Qualifications/Requirements

Required Experience

- Bachelor's degree in a relevant field or equivalent experience
- 2 years of experience managing volunteers and teaching.
- 2 years of experience using and/or developing water quality monitoring protocols and quality assurance plans.
- Experience using Salesforce database.
- Some knowledge of building and maintaining smartphone apps and experience working with program developers.

Preferred Qualifications

- Understanding of physical stream characteristics/ecology/hydrology.
- Excellent written (including electronic) and verbal communication skills.
- Proficient in social and app-based communication.
- Proficient in Microsoft Office products, including Outlook, PowerPoint, Word, and Excel.
- Proficient in project management applications
- Experience using the Canva graphic design platform and Adobe Photoshop.

Physical Requirements

- Must be able to hike moderate distances over uneven terrain carrying a load of -30 pounds.
- Must be able to balance on slippery rocks and scale down steep embankments.
- Must be able to carry a load of 30 pounds up and down stairs.
- Must be able to attend weekend events (up to 2-4 times/month in spring, summer and fall).
- Ability to drive, and access to a car that can transport large bins of lesson materials and stream monitoring supplies.

Benefits

- Health care
- Life insurance
- Accidental death & dismemberment insurance
- Long-term disability insurance
- Medical & dependent care flexible spending accounts
- 403(b) retirement plan
- Approximately 15 organizational holidays annually, 2 flex holidays
- Vacation and sick leave based on length of service

Disclaimer: This job description is not a comprehensive listing of activities or responsibilities.

Date: January 2026