



Title: Restoration Manager
Reports to: Park Operations Director
Hours: 40 hours/week, flexible hours, occasional evening and weekend work required
Salary: \$65,000-\$75,000 Commensurate with experience
Benefits: Medical, vision, disability and life insurance provided plus 401k matching
Leave: 7 Paid holidays + weekdays between Christmas & New Years Day, & 120 hours PTO

The mission of The Trail Conservancy is to protect, enhance and connect the Butler Trail at Lady Bird Lake *for the benefit of all*. The Restoration Manager is a key leadership position within Park Operations that works closely with the Park Operations Director, Capital Project Director, Park Operations Committee and City of Austin representatives. The Restoration Manager is responsible for collaboratively leading TTC's ecological restoration efforts, volunteer programs, grant programs, as well as the continued development of staff and park management protocols.

Applications should be sent to resumes@thetrailconservancy.org (applications submitted through an external site will not be considered). Include a cover letter, resume, and 3 restoration projects you've completed in the past.

Primary Responsibilities:

- Collaborate creatively with operations leadership in a team-oriented environment.
- Strategically manage and expand existing ecological restoration programs (e.g., Volunteers, Urban Forestry, Natural Areas, Shoreline Stewardship, Nursery).
- Oversee the long-term restoration and enhancement of 110 acres of diverse habitat including riparian zones, wetlands, aquatic, bioswales, rain gardens, forests, and grasslands.
- Assist in preparing and tracking annual budgets for ecological restoration efforts.
- Utilize GIS mapping and data collection to forecast and track restoration efforts.
- Develop multi-year restoration management plans for a diverse range of habitats and funding sources.
- Build relationships with local organizations, community partners, and city departments.
- Supervise and train operations staff, seasonal workers, interns, and volunteers.
- Maintain inventory and oversee care of equipment and supplies.
- Assess landscape challenges and proactively implement necessary changes with staff and contractors.
- Perform manual labor and operate equipment in diverse conditions for restoration projects.
- Manage contracted restoration services from RFP to project completion.
- Assist in leading Park Operations Committee meetings to prioritize restoration projects.
- Provide input on plant selection and ecological maintenance for capital construction projects.
- Collaborate on grant writing and reporting for ecological restoration programs.
- Support TTC events and community engagement activities.
- Other responsibilities, as assigned to assist in overall park operations.



What We're Looking For

- Bachelor's degree from a four-year university in an applicable field of study preferred.
- 5 years of field restoration experience and/or 3 years supervisory experience in conservation, ecological restoration, native plant establishment, invasive species management, public parks, or related fields.
- Strong plant ID skills of native and invasive species to the Austin area.
- Solid computer skills (ArcPro, ArcGIS Online, Microsoft Office, Adobe Suite familiarity).
- Successful track record in managing budgets, staff, and grant programs.
- Ability to repeatedly lift 50lbs, stoop, bend, squat, and reach for extended periods of time.
- Excellent collaboration, multi tasking, project management, and time management skills.
- Ability to engage professionally with a wide range of internal and external stakeholders.
- Strong communication skills; highly motivated; ability to work independently but also collaboratively.
- Texas Pesticide Applicator License required or secured within the first 4 months of employment.
- ISA, Master Naturalist, or Landscape Irrigator licenses a plus.