



Natural Resources Manager

Wild Rivers Conservancy

Wild Rivers Conservancy of the St. Croix and Namekagon (Conservancy) is recruiting for an experienced Natural Resource Manager. The Conservancy is the official nonprofit partner of the St. Croix National Scenic Riverway. Our mission is to inspire stewardship to forever ensure the rare ecological integrity of the St. Croix and Namekagon Riverway. Founded in 1911 as the St. Croix River Association, we work throughout the St. Croix watershed to protect and connect people to this national park that flows through its heart. Join our passionate and collaborative team with a spirit of respect, hard work, and thoughtful urgency.

Position Summary

The Natural Resources Manager provides strategic leadership and implementation of the Conservancy's efforts to protect, restore, and enhance the natural resources of the St. Croix River watershed. Central to this role is a deep, collaborative partnership with the St. Croix National Scenic Riverway, working in close alignment to advance shared conservation priorities and stewardship outcomes.

As an integral member of the Conservancy leadership team, the Natural Resources Manager works closely with the Executive Director to align natural resource strategies with organizational priorities. This position serves as a key external representative of the Conservancy, strengthening relationships with the Riverway, agency partners, local governments, landowners, and community stakeholders across the watershed.

Core Responsibilities

Partnership Leadership with the Riverway

- Serve as the Conservancy's primary liaison to the St. Croix National Scenic Riverway staff team on natural resource priorities, projects, and planning.

- Co-develop and implement an annual portfolio of shared conservation projects that advance Riverway priorities and watershed-scale outcomes.
- Align Conservancy resources—including funding, staff capacity, and technical expertise—to support National Park Service stewardship goals.
- Strengthen coordination, communication, and long-term planning between the Conservancy and Riverway staff.

Program Leadership & Delivery

- Lead and implement a portfolio of natural resource projects that protect and enhance water quality, habitat, and ecological integrity across the watershed.
- Ensure projects are outcome-driven, evaluated for impact, and aligned with Conservancy and Riverway priorities.

Team Leadership & Development

- Recruit, supervise, and develop a high-performing natural resources team, including staff, seasonal employees, interns, and volunteers.
- Foster a collaborative, accountable, and mission-driven team culture.

Partnerships & External Engagement

- Build and sustain strong partnerships with federal, state, and local agencies, Tribal Nations, NGOs, and community stakeholders.
- Represent the Conservancy as a trusted convener, working in close coordination with the Riverway to align efforts and maximize impact.

Grants & Resource Development

- Secure and manage public and private funding to support jointly identified conservation priorities.
- Develop and manage cooperative funding agreements and grants in partnership with the St. Croix National Scenic Riverway.
- Oversee grant implementation, budgeting, compliance, and reporting to ensure accuracy and timeliness.

Conservation Strategy & Advocacy

- Advance strategies that protect and restore the St. Croix River ecosystem, with a focus on water quality, habitat connectivity, climate resilience, and land protection.
- Support science-based advocacy and policy engagement aligned with Riverway protections and Wild and Scenic River values.

Planning, Monitoring & Evaluation

- Co-develop and implement natural resource and conservation plans with the St. Croix National Scenic Riverway and other partners.
- Lead monitoring and evaluation efforts to measure ecological outcomes and inform adaptive management.
- Utilize data and analysis tools to guide joint decision-making and communicate shared impact.

Education & Technical Support

- Increase awareness and understanding of the Riverway's ecological significance and protections, particularly among local units of government and decision-makers.
 - Serve as a resource to partners and river users on natural resource issues within the watershed.
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Qualifications

- Minimum of an undergraduate degree in natural resources, recreation management, environmental science, or related field, or equivalent experience.
 - 5+ years of experience in natural resource management, conservation, or related field
 - Demonstrated success working in partnership with public agencies, ideally the National Park Service or similar entities
 - Experience leading complex, partnership-driven conservation projects
 - Experience managing staff and building effective teams
 - Strong background in watershed, habitat, or water quality conservation
 - Experience with grant writing, cooperative agreements, and reporting
 - Excellent communication and relationship-building skills
 - Must be authorized to work in the United States, have a valid driver's license and reliable transportation.
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Position Emphasis

This role is defined by its partnership with the St. Croix National Scenic Riverway. Success in this position will be measured not only by project completion, but by the strength of the partnership, alignment of priorities, and the ability to deliver shared, lasting conservation outcomes for the Riverway and its watershed.

To apply for this position, please email your cover letter, resume, and three references to careers@wilddriversconservancy.org

Compensation & Benefits

- \$65,000 - \$80,000 annual salary (depending on experience and qualifications)

- Health insurance, 100% employer premium paid for employee (family optional)
- Health Savings Account (optional)
- Simple IRA with up to 3% employee match
- Paid time off, sick time, and holiday pay
- Ongoing professional development and training
- Flexible schedule that supports some remote work

This position is based at our office in the picturesque river town of Osceola, Wisconsin.

How to Apply

To apply, please send a cover letter, resume, and references to careers@wildriversconservancy.org. Applications are due by Sunday, May 17th or until the position is filled.

Wild Rivers Conservancy is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.