



JOB POSITION: Resilience Staff

Wetlands Watch is seeking a full-time Resilience Staff position to provide general support across our five organizational initiatives: wetlands and public policy, living infrastructure, communities, neighborhoods, and Catch the King. Our mission is to enhance natural resilience, bolster community adaptation efforts, and protect and restore wetlands throughout Virginia. We advance climate adaptation by working collaboratively with a wide variety of stakeholders, and by implementing solution-focused strategies that unify and connect.

The ideal candidate will have strong organizational and writing skills, and an interest in learning. A basic understanding of climate change adaptation, community resilience, and the use of natural and nature-based strategies to reduce flood risk is preferred.

ABOUT THE POSITION

The Resilience Staff will be expected to work independently, with support and direction provided by team members. Although we allow remote working and flexible schedules, the hire should live near our Norfolk office and expect to work in the office at least two days a week. This position requires attendance at some evening meetings and weekend events. The hire will occasionally travel across the state (mostly within the south eastern region) and within the U.S., as required.

As part of our organization, you will:

- Complete research tasks
- Read and summarize reports
- Attend partner meetings
- Design program outreach templates
- Organize and create program materials
- Schedule, plan, and participate in meetings and events
- Promote Wetlands Watch programs at community events

ABOUT WETLANDS WATCH

We are a statewide environmental non-profit in its 25th year of protecting wetlands to reduce flood risk, safeguard habitats, and strengthen communities throughout Virginia. We have seven full-time staff, three part-time staff, and an office in Norfolk. We are one of the only conservation groups in the country working at the local government / grassroots level to implement climate change adaptation measures at community scale.

We are an innovative boundary organization that brings academic strategies, scientific findings, and policies for addressing the impacts of climate change to the decision makers at the front lines of the impacts - local government staff and community members. Through our work, we foster collaboration, embrace adaptive change, take calculated risks, prioritize solutions, and are biased toward action. These core values reflect and guide how we work

with each other and those we serve.

QUALIFICATIONS

Our ideal applicants will have 1 or more years of project experience in the nonprofit, educational, governmental, or related sector. Applicants should have a college degree or relevant work experience. Degrees or work experience in a related field (environmental disciplines, planning, landscape architecture, communication, etc.) is helpful. Proficiency with basic technology and social media platforms is expected, while some experience in graphic design, data visualization, and website development is preferred.

The job requires the ability to operate independently in a professional atmosphere that encourages creativity. The Resilience Staff position will be based in our Norfolk office, and must have access to reliable transportation.

Our ideal candidate is:

- Attentive to detail, has good time management skills, and able to work and thrive in a fast paced environment
- Creative, willing to take risks, and learn from failures
- Flexible and adaptive to changing funding conditions and organizational roles and responsibilities

This is a rare opportunity to gain experience in the emerging policy/natural resource field of climate change adaptation, with freedom to excel in a supportive, collaborative organization. We work at the cutting edge of this field and want someone who can help us stay there!

COMPENSATION

- Salary range of \$50,000-\$55,000/year, based on experience, with health care support, retirement, paid vacation, and a flexible work schedule
- Mileage, travel, supplies, and normal office expenses in performance with job responsibilities will be reimbursed with appropriate documentation. Mileage reimbursement will be at current GSA rates. Cell phone costs will be partially compensated.
- Computer and IT needs (software, etc.) will be provided as needed and justified.
- Professional development is encouraged and supported financially
- Health care reimbursement is available through a “Qualified Small Employer Health Reimbursement Arrangement” (QSHERA). Reimbursements are paid monthly and limited to both monthly and annual limits per employee.

HOW TO APPLY

This posting was released on December 4, 2025. The application period is rolling and closes on February 6, 2026. We plan to hire in March. Complete applications must be sent via email to careers@wetlandswatch.org with the job description clearly listed in the subject line.

Complete Application: cover letter, resume, writing sample, and three references.

Wetlands Watch is an equal opportunity employer. We consider qualified applications without regard to race, color, religion, gender, age, marital status, disability, pregnancy, gender expression or identity, sexual orientation, or any other legally protected class. We are committed to building justice, equity, diversity, and inclusion in our organization and our community of practice.