



P.O. Box 576
Ipswich, MA 01938

Science & Restoration Project Manager
Job Description
July 2026

The Ipswich River Watershed Association (IRWA) seeks a Project Manager for the Science & Restoration Program. The program includes a variety of activities designed to restore aquatic habitat in the Ipswich, Parker and Essex Rivers through natural process restoration, water quality improvement, fisheries restoration and physical habitat improvement projects.

Job Responsibilities

- Provide support for the Science & Restoration Program, including managing projects for the Restoration Program Director and the Science & Monitoring Program Coordinator;
- Work with the Restoration Director to implement the restoration-oriented goals outlined in the organization's [Strategic Plan](#);
- Manage and provide assistance with ongoing on-the-ground restoration projects including dam removals, road-stream crossing upgrades, habitat improvement projects and fisheries restoration;
- Provide technical and public presentations, and write technical reports;
- Work closely with and help motivate community and project partners to improve aquatic habitat management locally and regionally;
- Work with other staff to actively pursue and manage grants and service contracts in support of the program;
- In collaboration with the engagement staff, assist with developing restoration content for external communications and events;
- Support other organizational functions as required including fundraising, outreach, events, property management and administration, occasionally in the evenings and on weekends;
- Support the Parker, Ipswich, and Essex Rivers Restoration Partnership ([PIE-Rivers](#)); a collaboration of federal, state and local agencies and non-governmental organizations;
- Other duties as assigned.

Qualifications

Successful candidates will possess a strong personal commitment to the work of Ipswich River Watershed Association and a desire to work in a small, highly collaborative, dynamic team environment with colleagues who share a passion for environmental stewardship. Candidates should demonstrate a strong willingness to learn and a creative approach to problem solving.

The ideal candidate has:

- A strong background in the related sciences (biology, geology, geomorphology, hydrology).
- Experience in project management.
- Proven ability to build relationships and connect and engage with constituents and partners.
- Knowledge of natural river systems and processes,
- Excellent communication, management, leadership and organizational skills.
- Excellent computer skills including familiarity with GIS.
- Familiarity with the region and knowledge of environmental and civil engineering concepts is a plus.

- A bachelor's degree in environmental science or similar field, with 1-5+ year(s) of experience with environmental restoration projects.
- The ability to work independently without supervision and collaboratively with IRWA team members.
- Ability and desire to work with diverse staff and constituents.

Applicants should also be comfortable with frequently performing tasks in the field that could include light to strenuous walking over uneven terrain, entering water bodies using boots or waders, and carrying equipment (<20 lbs).

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet all the qualifications as described in a job description. We recognize that experience can be gained in various ways: lived, professional, volunteer, and other experience. We thoroughly look through application questions and resumes to qualify candidates for our open positions. We encourage anyone who may not believe they meet all of the described qualifications to consider what they can contribute to IRWA and apply.

Hours, Compensation, and Benefits

This position is a full-time (40 hours per week), salaried position located at our Riverbend headquarters in Ipswich, MA and reports to the Restoration Program Director. Office hours are 8 a.m. to 4 p.m., Monday through Friday. Occasional evening and weekend work will be required but overtime work will not be expected. Remote work 2 days per week is acceptable.

Compensation is commensurate with experience, ranging from \$55,000-\$70,000 annually. This is a salaried, exempt position. Starting pay will be determined based on qualifications, experience, and internal equity. Excellent benefits package including a liberal paid time off policy including family and medical leave, health, vision and dental insurance, 401(k) with employer match. The position requires the use of a private vehicle to travel to meetings in and outside the watershed. Mileage is reimbursed.

Interested candidates should inquire or send a cover letter and resume to Neil Shea, Restoration Program Director at nshea@ipswichriver.org. The position will remain open until filled.

On AI Use and Authenticity - You may use AI tools to brainstorm, edit, or proofread, but please do not use AI to write your application for you. We want to hear your voice, experiences, and perspective, not a polished, generic version generated by a model. If you use AI for minor editing assistance, please add a short note at the end of your response (e.g., "I used [tool name] to proofread this response"). Applications written in a genuine, original voice will be prioritized.

IRWA is an equal opportunity employer.

About the Ipswich River Watershed Association

Founded in 1977, we serve as the Voice of the River and work to ensure there is enough clean water for people and nature and to provide opportunities for people to have fun outdoors. We are a small but nationally known organization with a big record of accomplishments. Increasingly, we seek to position our work under the lens of building resiliency for the watershed and the communities we serve. Our team consists of thirteen year-round and several seasonal staff who are supported by an engaged board, several committees and hundreds of volunteers. We work in 28 communities throughout the Ipswich, Parker and Essex River Watershed and are based at Riverbend, our beautiful 23-acre headquarters on the bank of the River in Ipswich. For more information, go to www.ipswichriver.org.