



**RESTORATION PROGRAMS DIRECTOR**  
**New Orleans, Louisiana**

The Coalition to Restore Coastal Louisiana, the most effective and recognized coastal advocacy organization in the state, seeks a dynamic and skilled professional to serve as our Restoration Programs Director.

The Restoration Programs Director will be responsible for the overall strategy, development and management of CRCL's Native Plants Program, Oyster Shell Recycling Program and new Coastal Adventures Program. This includes designing, planning, executing and monitoring projects across the Louisiana coastal zone, and engaging community in restoration and coastal adventures in meaningful ways. The strongest candidates will demonstrate a passion for connecting to the diverse communities across the coast of Louisiana.

**THE COALITION TO RESTORE COASTAL LOUISIANA**

As the state's first nonprofit organization dedicated to coastal restoration, CRCL works at the local, state and federal levels to ensure that restoring and protecting Louisiana's coast is a top priority for the state and the nation. In addition to CRCL's roles as an advocate and a watchdog, the organization serves as a responsible steward of Louisiana's rich coastal wetlands, actively facilitating and funding coastal restoration projects.

CRCL unites a diverse, nonpartisan set of interests via its Board of Directors and robust organizational partnerships. Through the efforts of volunteers who plant marsh grasses and trees across the coast, membership events, conferences and newsletters, CRCL connects with thousands of individuals each year. CRCL's multifaceted, comprehensive and coast-wide approach to restoration distinguishes the organization from every other civic and environmental group in the region.

**The Role**

The Restoration Programs Director will serve as a senior strategic thought partner within CRCL's leadership team, and will be poised to strengthen the capacity of a well-respected and impactful organization. The Director will be responsible for setting the strategic direction, overseeing and securing support for three programs to advance the mission of CRCL: The Native Plants Program, Oyster Shell Recycling Program and emerging Coastal Adventures Program. This will include leading a staff team to design, plan, execute and monitor restoration projects across the Louisiana coast in support of CRCL's mission. The Director will oversee budget management, grant compliance and reporting to partners and funders. The Director also will work to identify new sites, partners and funding opportunities, working closely with others on the CRCL team. The Director will supervise three coordinator-level positions and provide occasional mentorship and administrative support to two seasonal AmeriCorps members and interns who support the program. The position will report to the Executive Director and work in close collaboration with the CRCL Board of Directors and collaborate closely with partner organizations including the Restore the Mississippi River Delta coalition.

## **Responsibilities**

### **Native Plants Program**

- Oversee the planning and execution of wetland planting projects involving volunteers
- Develop new projects and partnerships and secure funding, working closely with the team
- Advise plant selection, project monitoring protocol and best data-management practices
- Advise native plant nursery development and infrastructure buildout at CRCL's Restoration Headquarters in Violet to support volunteer and outreach events

### **Oyster Shell Recycling Program**

- Oversee the planning, execution and monitoring of oyster shell collection and reef restoration projects, involving volunteers
- Develop new projects and partnerships and secure funding, working closely with the team
- Advance planning to significantly increase shell collection and expand and market the program
- Support program development at CRCL's Restoration Headquarters in Violet

### **Coastal Adventures Program**

- Oversee the planning and coordination of kayak tours and other place-based engagement activities
- Guide the strategic development of this new and developing program

### **Community Partnerships**

- Establish and support long-term partnerships with educational institutes, agencies, corporations, nonprofits and individuals with a focus on underserved and under-resourced communities.
- Ensure effective communication between program stakeholders, including volunteers, restaurants, government representatives and funders.

## **Preferred Qualifications**

- Minimum of 5 years' experience working in habitat restoration, preferably in the Gulf of Mexico region
- Advanced degree or equivalent with concentration in coastal science or natural resource management
- Knowledge of Louisiana's coastal challenges and proposed solutions
- Demonstrated skill in program and project development, management, and budgeting
- Experience securing and managing grant funding, contracts, and cooperative agreements
- Exceptional interpersonal, communication, listening and leadership skills
- Ability to think strategically and prioritize activities in a fast-paced environment
- Strong analytical and reasoning skills with strong attention to detail
- Ability to collaborate in a hybrid work setting and implement effective remote team strategies
- Willingness to travel to advance projects and partnerships
- An energetic, positive presence
- Dedication and commitment to CRCL's mission

**Salary** Commensurate with experience. Expected range approximately \$65,000 - \$85,000, with opportunity for growth over time. Flexible work environment and schedule. Generous health and retirement benefits. Generous leave policy including parental leave.

**Location** New Orleans (up to 3 days a week) and virtual

**How to Apply** Interested candidates should submit a cover letter, resume and contact information for references to [isabella.donnell@crcl.org](mailto:isabella.donnell@crcl.org) with Restoration Programs Director in the subject line.

**Closing Date** Until filled

The Coalition to Restore Coastal Louisiana follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, incarceration background or marital status. We strive to increase diversity, equity, inclusion and justice in all elements of our work and with our partners to support the interdependent needs of nature and people in a rapidly changing world.

The requirements and qualifications listed in our job descriptions are guidelines, not hard and fast rules, and if you have most of the qualifications listed, we encourage you to apply. Your experience refers to paid and unpaid experience, including volunteer work, which helps build the competencies, knowledge and skills that translate directly to our openings.