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Department	Reports To	Classification	Prepared By	Approved By	Last Modified
Restoration	ED	FT Exempt	JG	JG	09/04/2025

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**Job Title:** Restoration Program Manager or Director

**Organization:** Grand Staircase Escalante Partners (GSEP) is the nonprofit organization dedicated to protecting Grand Staircase-Escalante National Monument (GSENM). The mission of Grand Staircase Escalante Partners is to honor the past and safeguard the future of Grand Staircase-Escalante National Monument and its connected landscapes and watersheds through science, conservation, and education. Located in southern Utah, the 1.88 million-acre Monument is home to incredible biodiversity, important cultural and historical resources, and countless opportunities for scientific research. Due to the geographic remoteness and rugged character of this landscape, this region was the last area to be mapped in the contiguous United States and remains a frontier for exploration and discovery. Today, the Monument and its surrounding areas are also known for their significance to Native American Tribes, and incredible recreational opportunities.

**Job Summary:** The Restoration Program Manager is responsible for overseeing GSEP's Escalante River Restoration programs, which are primarily focused on the removal of non-native Russian olives and monitoring the watershed's return to health. The Restoration Program Manager will supervise a team of at least two field staff (a Restoration Field Coordinator and a Restoration Field Technician); arrange for various conservation crews to work in concert with field staff; develop monitoring protocols to track progress on restoration initiatives; ensure proper data collection techniques; manage grants to support the work; produce reports for funders, the Executive Director, and the GSEP Board of Directors; and present data and promote the organization at relevant conferences. The Restoration Program Manager may serve as GSEP's representative in the Escalante River Watershed Partnership. This work involves coordinating Russian olive removal and monitoring on State, Federal, and private lands. If hired at the Director level, the Restoration Program Director would also be expected to write and submit grant proposals based on accurate and reasonable budgets to ensure that the work continues. Duties vary seasonally and may include collaborating with Tribal partners to implement low-tech, process-based restoration projects. The Restoration Program Manager will also coordinate with the Escalante Stewardship Coordinator to assist with the curation of donations at the Escalante Interagency Visitor Center. Other duties may include coordinating with other GSEP staff to maintain the office's professional appearance, inside and out, and fostering a collaborative, friendly work environment. Opportunities to develop custom programming, improve grant-writing skills, or enhance supervisory capacity may be available depending upon the selected candidate's interests and aspirations. Occasional opportunities to collaborate with GSEP's Stewardship Program may be offered throughout the year and as external funding is secured. This position is contingent upon external funding and may be subject to unpaid furloughs when funding has not been secured. Current funding is secured through December 31, 2027 with work underway to obtain future funding through grant writing.

**This position requires the following physical capacities:** Sitting, walking, standing, bending, stooping, reaching, carrying 25 pounds or greater, lifting 50 pounds or greater. You must be able to see with corrective eye wear and hear clearly with assistance.

**Qualifications:**

- Bachelor's (Restoration Program Manager), Master's degree (Restoration Program Director), or lived experience related to the job and GSEP's mission
- Excellent organization, writing, email, and communication skills
- Ability to follow GSEP policies and procedures, Federal regulations, and other relevant guidelines to plan and implement projects in adherence to those guidelines
- Willingness to accept direction from the supervisor and be able to collaborate with a variety of agency and organizational partners and private landowners
- Ability to work independently and efficiently to manage projects and arrange logistics
- Possession of a solid working knowledge of Microsoft Word, Excel, Access, PowerPoint, Global Positioning Systems (GPS), and/or ESRI ArcGIS products or willingness to learn
- Ability to work some evenings and weekends
- Ability to write and follow a risk management plan
- Experience with and/or ability to learn: inReach use and emergency protocols
- Experience using 4WD vehicles on rough roads
- Preference for candidates who possess familiarity with southern Utah; Bureau of Land Management (BLM) [National Conservation Lands](#); BLM, USDA Forest Service, NPS, or other Federal agencies; riparian restoration techniques; non-native plant removal; working with private landowners; low-tech, process-based restoration techniques; grant management; or NEPA regulations

**Compensation:** Annual salary of \$50,000 (Restoration Program Manager) to \$60,000 (Restoration Program Director)

**Work Hours:** Full-time, salaried position based on a 4-day, 32-hour work week. Weekend or evening work will occasionally be required because this is an exempt, salaried position.

**Location:** GSEP Headquarters, 530 W Main, Escalante, Utah. Some front and backcountry field work is required. The position is place-based in Escalante, Utah.

**Benefits:** This position is eligible for paid holiday time off, paid vacation time and sick leave. Also eligible for group health insurance, life insurance, and 401k benefits.

**Supervision:** The formal supervisor for this position is the Executive Director.

**Work Environment:** GSEP is an Equal Opportunity Employer with a commitment to making our programs and services accessible to as many as we can. We welcome diversity of all kinds, and do not discriminate on the basis of race, ethnicity, national origin, gender, age, religion, sexual orientation, marital status, veteran status, medical condition, disability, or any other status protected by applicable law or statute. We are committed to ensuring that all our employees know that they are valued members of our team, and are treated with respect and dignity. We intentionally work to foster a culture of inclusion with openness, honesty, visibility, creativity, and trust as core values.

**Disclaimer:** *This job description is meant as a general guide to the position and may not be inclusive of all responsibilities, expectations and conditions that arise during employment.*

**Application Instructions:** Submit your application through this [Google Form](https://forms.gle/mpxcHa6w3hHRf9yD6) (<https://forms.gle/mpxcHa6w3hHRf9yD6>), or send a cover letter and résumé to [applicant@gsenm.org](mailto:applicant@gsenm.org) if you cannot access the form.