



Friends of Plumas Wilderness  
546 Lawrence Street | P.O. Box 1441  
Quincy CA 95971  
plumaswilderness.org

**Job Title:** Public Lands Program Manager  
**Job Status:** Part-time, Non-exempt  
**Compensation:** \$25 - \$30 / hour DOE  
**Location:** Quincy, California

### About Friends of Plumas Wilderness

Since 1974, Friends of Plumas Wilderness has worked to protect wild landscapes, free-flowing waters, and natural communities where the Sierra and Cascades meet. We have a history of acting as strong advocates for what we value using a collaborative, reasonable, and science-based approach. While our organization, staff, and budget is small and grassroots, our network and reach is broad.

### General Description

The Public Lands Program Manager oversees land and water protection campaigns for Friends of Plumas Wilderness, to help carry out our mission to study, explore, and safeguard the natural ecosystems of the Upper Feather River Watershed through conservation, advocacy, stewardship, and collaboration.

Working under the guidance from the FoPW Board of Directors and in partnership with staff, contractors, and volunteers, the Public Lands Program Manager implements FoPW's vision and strategies for the conservation of wildlands and waters at the local and regional scale. The position requires regular coordination with a network of advocates and organizations, corresponding with public land managers, Tribal representatives, elected officials, local businesses, community leaders, etc., and demands strong environmental policy knowledge.

Current campaigns include permanently protecting a network of Wild & Scenic Rivers spanning the Upper Feather River Watershed, protecting and restoring focal species wildlife habitat and migration corridors throughout the Northern Sierra, protecting and restoring rare and culturally significant native plants throughout the Northern Sierra, and maintaining naturalness and opportunities for solitude in Wilderness and Inventoried Roadless Areas while developing a vibrant, active community of Wilderness stewards.

As our public lands face intensifying threats, including the impacts of climate change, habitat fragmentation, development pressure and the weakening of environmental protections, this position plays a critical role in both responding to immediate challenges and envisioning opportunities for proactive, long-term conservation. The ideal candidate will combine strong policy acumen, strategic thinking, adaptability and a commitment to community-driven conservation.

### Required Qualifications

- Strong verbal and written communication skills
- Knowledge of public lands management policy and understanding of local issues
- Confidence in public speaking and community engagement
- Strong conservation ethic and understanding of conservation biology
- Time management / organizational skills
- Willingness and ability to build relationships with Tribal partners and historically underserved communities
- Demonstrated competency, professionalism and social intelligence when working with allies and adversaries and a diversity of community members and partner organizations

## Desired Qualifications

- Knowledge of natural and human communities of the Upper Feather River Watershed
- Track record with land and water protection success
- Experience writing federal land and water management plans or detailed comment and objection letters
- Non-profit experience, especially in advocacy, stewardship or program management
- Successful track record in grant writing and administration
- GIS / geo-spatial mapping skills (ArcGIS, Google Earth, or similar platforms)

## Essential Duties

- Policy research and writing:
  - Produce informed policy commentary supportive of FoPW's advocacy efforts to share with land managers at all levels of government
  - Represent FoPW at local, regional, and state advocacy group meetings
  - Stay informed about projects at the local, state, and federal levels that are pertinent to conservation of the Upper Feather River Watershed
- Strategic Plan execution:
  - Collaborate with FoPW staff, board, and relevant affiliated parties to achieve the goals and priorities of the FoPW Strategic Plan
  - Coordinate complex, often contentious campaigns
  - Regularly convene and seek direction from Conservation & Planning Advisory Committee
  - Cultivate collaborative partnerships with nonprofit organizations, public agencies, businesses, Tribal entities/organizations, and community groups to advance shared conservation goals
- Project Planning, Development, and Implementation:
  - Assist with grant identification, authorship, and reporting requirements to achieve conservation campaign goals and to secure and execute program-specific grants
  - Contribute metrics and geo-spatial analysis for projects, grants, and advocacy efforts through the use of ArcGIS, Google Earth, and other mapping tools
- Communication within and outside the organization:
  - Regularly correspond with FoPW board and staff members
  - Participate in Board Meetings, preparing a report on an every-other-month basis.
  - Provide content for FoPW's website, e-newsletters, social media & print materials
  - Contribute to presentations, tabling materials, and educational outreach events
  - Assist with production of outreach materials
  - Assist with planning and facilitation of programs and events

## Compensation & Terms

- Half- to three-quarters time with flexible hours depending on projects and campaigns
- \$25 - \$30 / hour with benefits depending on hours worked
- Benefits: Health, dental & vision insurance stipend (50% of premium) on pro-rata basis; 3% Simple IRA employer contribution, Paid Time Off.

## Application Process

To apply please send a cover letter explaining your interest in Friends of Plumas Wilderness and summarizing key experiences, your résumé, and a short writing sample describing one of your earliest outdoor memories and how it informs your interest in this position (500 words maximum). Include three professional references. Please reference where you saw the job posting in your cover letter. Application deadline June 30, 2025. Open until filled.

Friends of Plumas Wilderness is an equal opportunity employer committed to diversity, equity, and inclusion in our workforce and conservation efforts. We encourage individuals from all backgrounds and experiences to apply.

Submit Application to [excomm@plumaswilderness.org](mailto:excomm@plumaswilderness.org)