



Beavers Northwest

14920 Westminster Way N Suite 1A
Shoreline, WA 98133
info@beaversnw.org

Position Title: Project Manager

Position Status: FTE, Non-Exempt

Location: In office at 14920 Westminister Way North Shoreline, WA, Virtual Home Office, and Field work throughout Puget Sound Region

Compensation: \$35.35/hr

Reports to: Executive Director

Priority Application Date: February 18, 2026

Beavers Northwest is a 501(c)3 nonprofit that strives to increase acceptance and understanding of beavers to support healthier and more resilient ecosystems. Beavers have long been recognized for their ability to create and maintain vast wetland complexes. These complexes can result in numerous water quality, habitat, and hydrologic benefits. Despite these ecological benefits, beaver damming can also impact humans by flooding homes, farmland and other infrastructure. By encouraging and implementing non-lethal solutions, Beavers Northwest ensures that the ecosystem services provided by beavers are maintained.

In order to accomplish this, our organization has developed five pillars to define our priorities: technical assistance, education and outreach, technical consultation, research, and habitat restoration.

Technical Assistance: BNW supports human-beaver coexistence in our ecosystems through direct technical assistance. We promote coexistence by applying in-place management strategies such as pond levelers, culvert exclusion fencing, and vegetation protection.

Education and Outreach: Through events such as field trips, nature walks, and public lectures, BNW staff connect with and educate community members about the many benefits that beavers provide to strengthen our collective relationship with beavers.

Technical Consultation: BNW partners with other organizations to build greater capacity for beaver coexistence throughout our region. We work with local governments, agencies, and other nonprofits to provide beaver expertise through trainings, project design, or management actions.

Research: BNW provides support to research projects that address beaver management techniques, beaver-powered restoration, and the ecological impacts of beavers.

Habitat Restoration: BNW supports beaver-powered habitat restoration by partnering with restoration practitioners for training and implementation. BNW encourages practitioners to plan projects with beavers as a vital and collaborative component.

Beavers Northwest is based in King County but provides services throughout the Puget Sound Region and beyond.



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BNW Culture

As a small team, Beavers Northwest works in a highly collaborative way. We strive to create a fun and safe field work environment exemplified by positive attitudes, direct communication, and a high level of production.

Position Summary

Our team is looking to add a new Project Manager to lead implementation of beaver coexistence installations, lead outreach events, expand research and restoration opportunities, and assist with administrative tasks. This person will join a small, collaborative team. The ideal candidate will be a strong communicator able to complete projects both in the office and in the field independently or in teams of 2-3. As a young and growing nonprofit, there is some degree of flexibility for the individual in this role to work on projects that are personally relevant based on applicant skills and interests.

Responsibilities

- Manage beaver coexistence projects including preparing recommendations and scopes of work, applying for required permits, acquiring project materials, and installing devices (including pond levelers and exclusion fences).
- Monitor and maintain installed beaver management devices.
- Communicate with landowners, land managers, permitting agencies, and the public.
- Lead outreach events including nature walks, public lectures, or virtual presentations.
- Write and manage grants including quarterly expense reports and project tracking.
- Contribute to social media and website updates.
- Support planning and implementation of water quality monitoring community science projects including interacting with volunteers, conducting field work, analyzing data, and other tasks as assigned.
- Support planning and implementation of vegetation enhancement projects providing willow plantings to support beaver forage.
- Plan and implement small-scale research projects to better understand coexistence impacts, efficacy of management strategies, or ecological impacts of beavers.
- Administrative tasks including expense tracking, donor management, project budgeting.
- Other duties as assigned.

An ideal candidate will have experience with the following:

- A background related to restoration ecology, wildlife biology, environmental science, and/or project management.
- Wading in streams and wetlands.
- Familiarity with Pacific Northwest wetland and riparian ecology.
- Completing field projects as part of a small team.
- Spatial problem solving.
- Designing and implementing scientific research projects.



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- Grant writing and grant management.
- Public speaking or informal education.
- Creating and delivering presentations to diverse audiences.
- Strong written and verbal communication.
- Writing reports, recording and tracking data in spreadsheets.
- Managing contracts, monitoring, and tracking progress.
- Working with local jurisdictions and tribes.
- Working independently to meet project deadlines.
- Balancing multiple priorities and deadlines and adapting to changing priorities.
- Proficiency with ArcGIS.

Required Qualifications

- Commitment to advancing justice, diversity, equity, and inclusion initiatives.
- Working knowledge of riparian and wetland ecosystems demonstrated by a degree in a relevant field of study or equivalent years of experience in the field.
- Ability to work outside in inclement weather and navigate uneven terrain.
- Must possess a valid Washington State Drivers' License and have a reliable and insured vehicle to drive to outreach events and field sites.
- Must be able to load and move up to 30 pounds of equipment.

Work Conditions and Benefits

This is a non-exempt full-time position with flexible working hours. The candidate will be expected to work between 30-40 hours/week. This position will require office work for approximately 2-3 days per week. Travel to field sites and outreach events throughout the Puget Sound region and beyond will be required approximately 2-3 days per week. Mileage will be reimbursed at the IRS rate. Occasional evening or weekend work may be required. Benefits include generous paid time off and 12 flexible holidays as well as \$500/month HRA health benefit.

Application Process

To be included in the first round of review, send a resume and cover letter to miranda@beaversnw.org with "Project Manager" in the subject line by **February 18 at 11:59pm**. No phone calls or paper submissions please.

EEO Statement

BNW is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability, veteran status, or any other class protected by law. Assistance and/or reasonable accommodation during the application process are available to individuals upon request.