



GUADALUPE FLOOD RECOVERY PROJECT MANAGER FOR HILL COUNTRY ALLIANCE

Founded in 2005, the [Hill Country Alliance \(HCA\)](#) brings together a broad coalition of partners throughout a 17-county region of Central Texas with the long-term objective of preserving the natural resources and unique character of the Texas Hill Country. HCA focuses on community engagement around stewardship of Hill Country land, water, night skies, and communities. Led by a professionally and geographically diverse board, HCA bridges traditional boundaries (e.g. urban-rural divides) through education and outreach, capacity building, gentle advocacy, and partnerships to ensure a healthy and vibrant Hill Country for future generations.

This position will fulfill HCA's need for dedicated staff focused on our role in Upper Guadalupe Flood Recovery efforts, which represents one aspect of a grant awarded by the Community Foundation of the Texas Hill Country. The grant also includes hiring a consultant to develop a comprehensive long-term recovery plan, purchasing materials (plants and seeds), conducting education, outreach, and restoration activities, as well as contracting a GIS study for conservation suitability towards mitigating future flooding. **The position is funded for three years with the opportunity to renew based on future funding availability.** This position will work closely with the Kerr County River Foundation, helping to build capacity as KCRF establishes its role as the local leader in riparian restoration. Other partners will include the San Antonio Botanical Gardens' TREES Initiative and staff, the River Longterm Recovery Group, and other area nonprofits and agencies.

PRIMARY RESPONSIBILITIES

This position reports to the Land Program Director of HCA and works in close coordination with the entire staff, particularly the Regional Engagement Manager and Executive Director. Primary areas of emphasis include:

- **Manage** HCA's Upper Guadalupe River restoration program, including long-term planning, education and outreach efforts, restoration activities and project budget.
- **Coordinate efforts** across nonprofits, local governments, landowners, industries (including aggregate production operators), and partner organizations to advance riparian restoration projects. This includes participating in the Long-Term Recovery River Working Group and coordinating growth and distribution of native plant materials with suppliers, growers, and nurseries.
- **Lead landowner outreach and community engagement efforts**, including organizing educational restoration events, presentations, and other opportunities for public involvement.
- **Coordinate volunteer and labor support for restoration projects** in partnership with the Kerr Together Long-Term Recovery Volunteer Coordinator.
- **Serve as the primary point of contact for consultants (long-term recovery planning and GIS)** and steward implementation of the long-term recovery plan.
- **Support other regional recovery initiatives** by providing resources and aligning efforts.

JOB REQUIREMENTS

- Primary job responsibilities will take place in Kerr and Kendall Counties—must reside in close proximity to the upper Guadalupe River.
- Must have a vehicle, valid driver's license, and willingness to travel regularly throughout the Upper Guadalupe River Basin for daytrips and occasional overnight/weekend trips and events.
- Must be highly motivated, energetic, deadline-oriented, and able to handle multiple priorities.
- Must be highly organized with attention to detail and experience with project management.
- Excellent interpersonal skills, emotional intelligence, as well as verbal and written communications skills.
- Strong meeting facilitation skills for small and large meetings, including necessary prep work and follow up.
- Proficiency in Microsoft office suite is required.
- Work from the HCA office in Dripping Springs is required at least once per month for in-person staff



meetings.

PREFERERED EXPERTISE

- Experience working with the communities and landowners of Kerr County.
- Experience with contract and grant management, volunteer supervision, and natural resources/restoration work in Central Texas.
- Familiarity with GIS databases and customer relationship management tools.

BENEFITS

- Salary baseline \$65,000, negotiable commensurate with experience
- HCA values work-life balance and a family-friendly atmosphere. We have a flexible 40-hour work week schedule that can be modified to meet staff needs. At times evening and weekend work will be necessary; time off should be taken to balance a 40-hour schedule.
- Two weeks paid vacation, three weeks after 5 years of employment, and opportunity for a paid sabbatical after 7 years
- 10 paid major holidays, plus the week between Christmas and New Years, paid time off.
- 6 weeks of paid, plus 6 weeks of optional unpaid, maternity/paternity or family leave.
- Up to 3% matching contribution to retirement plan after 6 months' employment.
- Option of HCA group medical insurance OR monthly health insurance stipend after 1 month employment.
- The HCA office is located in Dripping Springs.
- Amazing Hill Country experiences and a network of support in the form of HCA Board of Directors and partners.

APPLICATIONS

Applications will be reviewed on a rolling basis, but candidates are encouraged to apply by May 15. Target start date is early June 2026.

The requirements listed in our job descriptions are guidelines, not hard and fast rules. If you have 75% of the qualifications listed, we encourage you to apply. Applying gives you the opportunity to be considered. HCA is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, mental or physical disability, age, sexual orientation, gender identity, national origin, familial status, veteran status, or genetic information.

Candidates should send their cover letter, resume and three references to info@hillcountryalliance.org with the subject line "Flood Recovery Program Manager Position."