



Environmental Program Manager

Job Description

Manage and develop an **environmental job training program**, complete environmental restoration projects with a youth restoration crew, and **coordinate new strategic partnerships**.

Salary

Entry — \$40,500

Middle — \$98,000

Top — \$164,000

Core Tasks

- Develop site action plans, and follow best management practices in ecological restoration, and oversee employees.
- Organize training and restoration events at sites of high priority; train new participants and volunteers to complete tasks.
- Facilitate environmental restoration educational events to students and the public to participate in to learn about the environment.

Workplace / Environment

- **Work hours**
Approx. 40 hours/week
(At key seasons occasional weekends may be required for volunteer restoration events)
- **Environment**
Typical **office** environment but in a **variety of field sites** for restoration activities.
- **Travel**
Required during key seasons to restoration sites.

Education / Prerequisites

Education Level

Bachelor's in environmental sciences, forestry, or related fields.

Licensing

N/A

Pre-Job Preparation

Experience coordinating teams of volunteers, managing employees, and participating in environmental conservation.

Experience

Soft Skills

- Communication
- Multi-tasking
- Leadership

Technical Skills

- Ecological Restoration
- Program Planning
- Volunteer Management



Career Path: Emilene Castillo

About Me

Environmental Program Coordinator at
Partner in Employment

Bachelor of Science in Environmental
Science from San Francisco State University

Early Interests

"In sixth grade, there was a program called **Outdoor School** where they would take all the sixth graders in Portland out to, a summer camp. They would teach us different science topics in the middle of the woods. That really **sparked my interest in nature**. I'm not a traditional outdoorsy person, although I don't identify as that type of person, I found interest in just the subject of **science and the environment**. Whenever I went out in nature, I always had a **good feeling** and I wanted my work to continue to give me that. I think that's what really led me to this path. I did not see myself having this job or career as a teen because I had no idea what I wanted to do. It was only when I got into college, I realized I liked the environmental field career pathway"



College Choices



"When I graduated high school, I pursued my Associate's degree at a local community college. I signed up for an **environmental science class**, I took it, and **I loved it**. That environmental science class really changed the course of my career trajectory. So I transferred to San Francisco State University, I got a Bachelor's in Environmental Science."

Into the Real World

"I worked at our school's Environmental Resource Center; we **taught** folks how to recycle, I managed the community garden, and donated extra food to the local community. That job **solidified my skills in programming**. I did a National Park Service internship, my role was to lead school groups out on tours and teach them about the park. It gave me **a lot of experience** working more with the marginalized communities in San Francisco. I think both of those really gave me the skills to be in my role, because my role focuses on **restoration and education**. I served as an AmeriCorps, where I really learned about urban forestry and restoration. I helped **lead volunteer events** with community members and groups. And I was like, 'wow, this is really cool work.' That led me to my pathway as an Environmental Program Manager."

About My Job

"I really feel like I'm making a positive impact on the environment."

Pros

- "Something I really love about my job is that we have a **really great mission**. I feel like youth are the key to our climate issues. And so I really want to be part of **helping the youth gain the skills** that they need, so that they can be successful, and really ensure that there's positive change happening."
- "I get a lot of **inspiration from the youth**. They're immigrants and refugees, so I'm learning a lot about their experiences and culture, and we have formed a tight-knit community."
- "Another pro is **ecological restoration**. It's something that is so like **tangible**, like you can see a before and after photo of a restoration site. You can really feel the benefits of the work you do."

Fieldwork

- "So when you're in the program, what we do is, we are out there in the parks **almost every day**. And so it's really cool to have that kind of hybrid work environment."
- "I would say it really is **50/50**, depending on the season. Our spring and fall programs are after school to 3pm to 6pm. So the morning time is indoor office time, and then out in the afternoon is when **I'm out in the field**. But then summer time you're out there every Monday to Friday out in the parks. And so that's when it's **the busiest outdoors**."

Cons

- "Some cons in my role as a Program Manager, is I find myself **juggling different kinds of priorities**. At times, work can feel very fast paced and you really have to be flexible and adaptable. It can be a little bit stressful at times, but I'm able to overcome that because the work makes it worth it."
- "We are **very subject to the weather**. Of course, we do cancel our program if there's extreme weather, but we still do restoration work in the rain. The rain is so good for the plants!"

Office Work

- "My work environment is really cool, because there is a **mixture of office and field time**. When I'm in the office, that's usually when I'm planning in between programs. A lot of **scheduling**, meeting with **different partners**, and preparing. When everything is done in the **planning stage**, that's when the program is really in full swing outside. "

Skills

- "You really need to be able to **organize information and tell a good story.**"
- "Knowledge of **invasive species removal**, how to **plant** species correctly, and how to **identify** plants."
- "Another skill, I would say, is **community engagement**. We're working with specific communities, it's really important to have strategies on how to effectively engage with them and have cultural awareness and sensitivity."

Education/Experience

- "Experience **doesn't** need to be formal. Gain **as much** experience or knowledge as possible."
- "Informational interviews with people to learn about their jobs, and how they got their experience, you can really learn a lot from somebody with just like a 15 or 30 minute **talk with them**. That's how you can really **narrow down** the career you want to be in."
- "**Networking** is a very big thing. So talking to people in the kinds of organizations that you're interested in, I think is really important. Get out there to the local events and **talk to people.**"
- "I would say having your Bachelor's is nice. Some jobs require a degree, to have that **foundational knowledge** of the field."

The Future of Environmental Programs

"It's a growing sector."

"I see this job evolving in the future like **a lot of other green jobs** are going to be evolving. Because of issues with climate change, and the need for mitigation strategies. How to combat that is going to **be a focus** of our communities, local cities, and governments. So, right now, I've seen a lot of **investment in workforce development** for green jobs. So I do see an increase, not just in restoration specifically, but **green jobs** in general. If you're interested in energy or water management I think it is also in the uptrend."

About Sustainability Ambassadors

We are here to **RAPIDLY ADVANCE A SUSTAINABLE FUTURE**. Empowering **YOUTH** to catalyze community sustainability, **TEACHERS** to integrate rigor with relevance for real-world impact, **COMMUNITY** to drive collective impact.

We support a year-round training program for over 60 highly motivated middle and high school youth, a Teacher Fellows Program, City-County CAP internships, and college-level interns, and work with hundreds of educators to design new models of problem-based, place-based learning around **a shared vision of educating for sustainability**.

Your Green Jobs Future

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Find career opportunities near you now! Use [Career Connect - Washington's](#) tool to find programs to build your career skills.

Interested in a future in solar? Take a look at the [Solar Jobs Census](#) to track solar job growth nationwide.

Explore [RVC's opportunities](#) to work with organizations led by communities of color.

Dive into the [Center of Excellence for Clean Energy's](#) robust career tools in the sustainable energy sector.

Grow your professional sustainability skillset with the [Seattle Youth Good Program](#).

See Seattle's [Clean Energy Resources Map](#) to examine what the city is planning for a greener energy future.

Check out the [U.S. Green Building Council](#) to explore the sector's current opportunities. :

Funder Acknowledgement



King County

Department of Natural Resources and Parks
Wastewater Treatment Division

