



JOB ANNOUNCEMENT

Position Title: Regional Resilience Coordinator

The Narragansett Bay National Estuarine Research Reserve (NBNERR) is seeking three (3) motivated individuals with expertise in the areas of project management and climate resilience to join a team focused on improving community and ecological resilience throughout Rhode Island.

Background:

The Narragansett Bay National Estuarine Research Reserve (NBNERR) is a state-federal partnership that supports the informed management of coastal ecosystems and communities through integrated research, education, training, and stewardship activities. NBNERR is a division of the Rhode Island Department of Environmental Management (RIDEM) and is one of 30 reserves in the National Estuarine Research Reserve System, which is administered by the National Oceanic and Atmospheric Administration's (NOAA) Office for Coastal Management.

The state's climate resilience program is currently housed within NBNERR, is overseen by the state's [Chief Resilience Officer \(CRO\)](#) and includes climate resilience planning, policy, and strategy development, funding programs, and direct technical assistance to communities. Climate resilience activities supported by the program focus on adaptation to climate change impacts and span a variety of categories including ecological restoration, land protection, stormwater management, erosion mitigation, and relocation of infrastructure. The program focuses heavily on nature-based solutions to address climate related impacts at the state and local level. Funding has been provided via the NOAA Office for Coastal Management and Rhode Island's Executive Climate Change Coordinating Council (EC4) to support the hiring of three (3) Regional Resilience Coordinators to support the state's resilience program.

General Duties:

The Regional Resilience Coordinators will support the locally-focused aspects of the state resilience program by working directly with municipal officials and community representatives to prioritize and advance local resilience projects and activities and facilitate communication with state resilience funders and partners. The Regional Resilience Coordinators will report directly to the RI Chief Resilience Officer.

Examples of Specific Responsibilities:

Municipal and Community Assistance

- Collaborate with municipalities & communities to identify, prioritize, and advance climate resilience projects using existing local resilience plans, state-developed mapping tools, and other technical resources. Serve as a state liaison and point of contact to communities for project development and technical assistance.
- Keep municipalities & communities informed of state and federal resilience funding opportunities and assist with municipal & regional project proposal development for applied research, design, construction, and other resilience implementation. Assist municipalities & regions in developing local climate resilience funding strategies.
- Assist municipalities & communities with project implementation, reporting, metrics, and outreach.
- Assist municipalities & communities by providing, and seeking funding to further support, local climate resilience capacity.
- Coordinate local stakeholder meetings on climate resilience, including but not limited to Municipal Resilience Program (MRP) workshops and community engagement events.
- Work with local partners, including MRP Core Teams, to establish and coordinate a Regional Resilience Working Group, with care given to respect local capacity constraints. Through this forum, assist municipalities to collectively share and leverage priorities & lessons learned, and assist the CRO in meaningfully conveying this information at the state level.
- Become subject matter conversant on local resilience goals and previously identified resilience actions of the region.

State Resilience Program Assistance

- Assist CRO with communications to municipalities regarding resilience funding opportunities & technical assistance resources, program requirements, statewide resilience standards and reporting, updated climate change projections, etc.
- Assist CRO with state resilience funding program administration, including RFP development, contract administration, progress reporting, and program summary statistics for reporting to the Executive Climate Change Coordinating Council (EC4) and Governor's office.
- Assist CRO with climate resilience related legislative tracking & discussions through gathering and providing local priorities & perspectives on these matters.
- Become subject matter conversant on the state's climate resilience strategy & report (*Resilient Rhody 2018* and *Resilient Rhody 2024 State of Resilience Report*), as well as statewide resilience initiatives including coordination, data & mapping, workforce development & education, state & local planning (*ex. for the Coastal position, the state's Coastal & Estuarine Land Conservation Plan*), state & federal funding resources, and environmental justice initiatives.

Qualifications:

Required Knowledge

- A working knowledge of basic principles, practices, procedures, of the scientific fields of climate change resilience and environmental quality protection, as applicable to:
 - Utilizing general scientific principles for problem solving.
 - Communicating technical information to various stakeholders & community members.
 - Reviewing & interpreting technical and scientific materials.
 - Compiling data for and assisting in preparing technical proposals and informational reports.
 - Preparing technical correspondence.
- A working knowledge of federal & state climate resilience and environmental laws, regulations, funding opportunities, and technical assistance resources.
- An understanding of city, state, and federal funding sources (*ex. Community Development Block Grants*), including their limitations and requirements
- Strong knowledge of the State of Rhode Island and climate impacts within the Coordinator's designated region, through previous work or life experience.
- **Three positions are being offered: Coastal, Urban, and Inland.** For each:
 - **Coastal Position:**
 - An understanding of coastal climate change impacts, such as sea level rise & tidal flooding, storm surge, coastal erosion, and bay water temperature increases.
 - An understanding of coastal resilience approaches, such as retreat, marsh migration, coastal stabilization, living shorelines & adaptive shorelines, and elevation / floodproofing.
 - An understanding of coastal planning, such as zoning and planning considerations relative to managed retreat.
 - Preferred degree / experience in wetland/estuarine/coastal ecology, coastal hydrology, landscape architecture, environmental planning, or similar.
 - **Urban Position:**
 - An understanding of urban climate change impacts, such as heat island effect, riverine flooding from intense precipitation, storm surge, coastal erosion, and environmental justice impacts.
 - An understanding of urban resilience approaches, such as tree planting, green infrastructure, riparian buffer restoration, closed vs. open stormwater systems, culvert resizing, dam removal / management, pavement removal, green roofs, and resilience hubs / heating & cooling centers.
 - An understanding of urban planning such as zoning and planning considerations relative to stormwater management/utilities.
 - Preferred degree / experience in urban planning, landscape architecture, or similar.
 - **Inland Position:**
 - An understanding of rural & inland climate change impacts, such as riverine flooding from intense precipitation, riverine water temperature increases, biodiversity changes / invasive species migration, and wildfire (wildland/brush fire) & drought.
 - An understanding of rural & inland resilience approaches, such as forest & invasive species management, grassland restoration & management,

- riparian buffer restoration, culvert resizing, and dam removal / management.
 - An understanding of rural & inland planning, such as zoning & planning considerations relative to land conservation.
 - Preferred degree / experience in natural resource management, forestry, ecological restoration, riverine hydrology, or similar.
- Strong knowledge of climate resilience best practices for the above categories (*ex. Coastal Position – Waterfront Edge Design Guidelines*)
- Strong understanding of how climate change impacts span across jurisdictions, watersheds, and regions (ex. how upland impervious surfaces impact flooding in downstream floodplain areas).

Required Skills & Capabilities

- Ability to work effectively & harmoniously with various stakeholders - local, state, and federal - involved in advancing regional climate resilience goals. Strong relationship building skills and ability to work collaboratively with diverse groups of stakeholders.
- Excellent time management skills with strong attention to detail.
- Ability to organize complex workloads and manage multiple projects and deadlines simultaneously.
- Excellent written and oral communication skills. Comfortable making group presentations and speaking in public forums.
- Excellent interpersonal skills and ability to work collaboratively & constructively with team members.
- Ability to work independently without close oversight and collaboratively as part of a team when required.
- Goal oriented and solutions focused, with strong problem-solving capabilities.
- Ability to develop and manage project schedules and tasks.
- The ability to maintain essential records and files.

Desired Knowledge, Skills, and Capabilities

- State and federal grant writing.
- Community outreach, engagement, and science communications.
- Project management, including schedule and budget development and management, contract development and management, and progress reporting.
- Familiarity with municipal government structures and processes.
- Familiarity with community-based organizations and Health Equity Zones.
- Familiarity with GIS mapping interpretation.

Education and Experience

Education: Such as may have been gained through graduation from a college of recognized standing with a degree in one of the physical biological or environmental sciences, environmental planning, landscape architecture, urban planning, natural resources management, environmental economics, public policy, or in a closely related field; and

Experience: Such as may have been gained through employment in a position involving the performance of professional work in the environmental or natural resources management fields, with demonstrated project management experience.

Or any combination of education and experience that shall be substantially equivalent to the above education and experience.

Salary Range: \$65,000 to \$75,000 annually, commensurate with experience and qualifications. Includes a full benefits package.

This is a three-year term, full-time contract position supported through a cooperative agreement between NBNERR and the [Audubon Society of Rhode Island](#). Primary work site will be at RIDEM offices in Providence, RI, with remote work in the Coordinator's region. Some local travel required; must have valid driver's license.

Additional information about the Reserve can be found at www.nbnerr.org.

Application Materials

Must include a resume/CV, cover letter and contact information for 3 professional references (name, title, organizational affiliation, email, and phone number).

Priority will be given to applications received by February 13th, 2025.

Electronic submittal is preferred. Please send all materials as PDF files to Kimberly Korioth at kimberly.korioth@dem.ri.gov.

If you have Diversity, Affirmative Action, or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Kimberly Korioth at kimberly.korioth@dem.ri.gov.