

Utah Association of Conservation Districts
Job Vacancy Announcement
Upstream Phragmites Mitigation Coordinator

Application Deadline: May 29, 2026

Location: Hybrid; must reside within 25 miles of Salt Lake, Weber, or Davis County

Anticipated Start Date: July 2026

About the Great Salt Lake Sentinel Landscape

Established in 2024, the Great Salt Lake Sentinel Landscape (GSLSL) spans more than 2.77 million acres of northern Utah, encompassing the Western Hemisphere's largest saline lake, Utah's largest natural freshwater lake (Utah Lake), and their tributaries. The landscape includes four military installations (Hill Air Force Base, Camp Williams, Tooele Army Depot, and Air Force Little Mountain Test Facility) as well as the Utah Test and Training Range, the largest block of contiguous special-use airspace in the continental United States.

The Great Salt Lake Basin is one of the fastest-growing and driest regions in the country. A drying lake threatens wildlife habitat, air quality, snowpack, recreation, and Utah's economy, while rapid development around military installations constrains training activities. The GSLSL partnership, which includes more than 50 federal, state, local, tribal, and non-governmental organizations, aligns conservation and working-lands priorities to address these challenges together.

The partnership's four landscape goals are to: mitigate impacts from incompatible development in ways that reinforce agriculture, wildlife habitat, and recreation; reduce catastrophic wildfire through fuel management and agency collaboration; enhance and protect water sources and the Great Salt Lake ecosystem; and preserve crucial wildlife habitat.

Position Overview

Phragmites australis (common reed) is one of the most aggressive invasive plants in the Great Salt Lake watershed. Dense phragmites stands crowd out native wetland vegetation, degrade waterbird habitat, alter hydrology, reduce water delivery to the lake, and increase wildfire fuel loads. Addressing phragmites upstream, along the rivers and wetlands that feed Great Salt Lake, directly advances the partnership's goal to enhance and protect the Great Salt Lake ecosystem, and supports every other landscape goal by improving habitat, reducing fire risk, and supporting resilient water supplies for both communities and military installations.

The Upstream Phragmites Mitigation Coordinator will advance landscape-level phragmites mitigation on public and private lands within the Ogden, Weber, Lower Bear, and Jordan River systems. The position is funded by the U.S. Department of War (DoW), which supports this work because conservation across the GSLSL is a core military readiness function: a healthy watershed keeps training ranges open, test corridors predictable, and launch areas accessible.

The successful candidate will foster relationships across multiple jurisdictions to plan, implement, and share the results of phragmites treatments. The position communicates conservation opportunities through community outreach, education, and by showcasing information from past, current, and future projects. The coordinator will play a central role in

broadening collaborative phragmites efforts among private landowners, conservation organizations, and federal, state, and local entities throughout the GSLSL.

This is a full-time, 2-year position as an employee of the Utah Association of Conservation Districts. The position is hybrid with significant travel within the GSLSL area; travel is reimbursed including mileage, per diem, and lodging when necessary. The coordinator will work closely with the conservation districts, the GSLSL Coordinator, and core partners including the GSL Commissioner's Office, Utah Department of Natural Resources (DNR), Utah Department of Agriculture and Food (UDAF), Natural Resources Conservation Service (NRCS), Utah Grazing Improvement Program (UGIP), Cooperative Weed Management Areas (CWMAs), Utah State University's Janet Quinney Lawson Institute for Land, Water and Air, Ducks Unlimited, The Nature Conservancy, Bear River Land Conservancy, FRIENDS of Great Salt Lake, the Intermountain West Joint Venture, the GSL Watershed Enhancement Trust, Hill Air Force Base, Camp Williams, and private landowners, among others.

Position Duties and Responsibilities

Strategic Leadership & Collaboration

- Facilitate the Upstream Phragmites Working Group, as well as associated subgroups (Data & Mapping, Research, Restoration, etc.).
- Foster collaboration and strong working relationships among federal and state natural resource agencies, counties, landowners, NGOs, and related partners.
- Coordinate with core partners to identify strategies for mitigating phragmites and the most strategic locations for treatment.
- Communicate clearly and effectively with land managers and partner agency staff.

Education & Public Outreach

- Lead the effort of compiling and communicating project planning and results to local, regional, and national audiences.
- Facilitate information, education, and awareness on phragmites treatment opportunities to all levels of partners.
- Showcase information from past and current projects to the public (e.g., presentations showing pre- and post-treatment data for phragmites mitigation efforts, social media posts). Provide periodic updates on accomplishments in databases or through internal and external networks.
- Provide educational opportunities both to and from local community members where necessary

Data Management & Reporting

- Develop and update maps showing phragmites infestations as needed within the GSLSL using GIS applications.
- Develop quarterly progress reports and participate in quarterly progress report meetings with supervisory partners.
- Provide periodic updates on accomplishments in databases or through internal and external networks.

Program Development & Administration

- Seek new partnerships, write and secure grants, and develop agreements as appropriate to build the collaborative and subsequent phragmites efforts in the area.
- Perform other job-related duties as assigned by supervisor.

Required Knowledge, Skills, and Abilities

- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of rangeland, wildlife ecology, grassland, wetland, and riparian ecosystem management sufficient to communicate and work with local communities and partners.
- Skills to identify riparian and wetland plants.
- Thorough understanding of integrated weed management practices, including herbicide use.
- Extensive knowledge of riparian restoration, including native plant revegetation and streambank erosion control.
- Highly developed communication skills, including excellent verbal and written communication, and the ability to communicate clearly and effectively with landowners and partner agencies.
- Ability to coordinate and communicate clearly and effectively with landowners, partner agencies, and NGOs.
- Strong organizational skills, time management, and attention to detail.
- Computer proficiency, including familiarity with ArcGIS, Word, PowerPoint, and Excel.
- The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills to work with local community members in fostering ecosystem health across public and private boundaries.
- Valid driver's license and the ability to drive regularly, including occasionally during inclement weather.
- Physical ability to stand and walk for extended periods of time over rough terrain and to work in all types of weather conditions.
- Flexible work schedule that may vary in the number of hours worked daily, not to exceed 40 hours per week. Work exceeding 40 hours per week requires prior approval by the supervisor.

Salary Range

\$65,000 to \$70,000 (based on experience and expertise), plus health and retirement benefits.

To Apply

Application through email only. Please send **cover letter, resume, and 3 references** (combined into one document, MS Word or PDF) with the subject line "Upstream Phragmites Mitigation Coordinator Job Application" to **cfreeze@uacd.org**. For additional questions, please contact Kristy Davis at kdavis@uacd.org or 435.881.7688.