

Director of Ecology | Candlewood Lake Authority

The Candlewood Lake Authority is seeking a passionate, versatile, and highly skilled Director of Ecology to serve as the primary face of our lake ecosystem protection and environmental education programs. This is a "hands-on" leadership role that requires the ability to balance scientific rigor with community engagement and public outreach.

The Role

As the Director of Ecology, you will lead the charge in monitoring, protecting, and researching the ecosystem for the largest lake in Connecticut. Reporting directly to the Executive Director, you will manage and perform critical programs—from water quality testing to invasive species management—while serving as a vital liaison between the CLA, five local municipalities, power company and the CT Department of Energy and Environmental Protection.

Key Responsibilities

Scientific Monitoring & Research

- **Water Quality:** Coordinate perform and manage the monthly water quality testing program.
- **Ecosystem Management:** Work to prevent the introduction of new invasive species and monitor the plant community for rapid response needs, manage vegetation restoration and balance and oversee the sterile grass carp program.
- **Research Initiatives:** Create and lead all new research projects to explore and expand the full depth and breadth of the ecosystem and provide recommendations on lake management.
- **Nutrient Budget:** Continue efforts to develop an enhanced and comprehensive nutrient budget to align with a developing lake-wide management plan.
- **Data Reporting:** Analyze data and develop accurate reports on ecosystem metrics and program progress.

Education & Public Outreach

- **Community Engagement:** Serve as the primary spokesperson for CLA's environmental initiatives at public meetings, community events and local school programs.
- **Content Creation:** Develop engaging educational content for social media, the CLA website and CLA-led educational video series.

- **Program Development:** Create and expand ecology programs that increase lake awareness for residents and students across the five surrounding towns.

Collaboration & Administration

- **Committee Support:** Work closely with all the respective CLA established committees and teams including but not limited to the Watershed Management, Equipment and Facilities and Public Awareness Committees.
- **Volunteer Management:** Organize, manage and lead the CLA Lake Steward Program and volunteer initiatives.
- **Policy & Grants:** Review changes in local, state, and federal policies and proactively identify and seek grant opportunities to fund CLA initiatives. Complete all grant applications to increase funding to the CLA.
- **Professional Development:** Attend the annual North American Lake Management Society conference, and other professional forums, to present research and stay current on lake science.

Qualifications

- **Education:** Minimum of a bachelor's degree in environmental science, ecology or a related field; an advanced degree is preferred.
- **Experience:** 3–5 years of professional experience in freshwater ecology and environmental education preferred.
- **Technical Skills:** Proficiency in Microsoft Products, comfort with emerging technologies and experience with GIS and AI-supported data analysis preferred.
- **Field Skills:** Must be able to swim and possess (or obtain) a CT Boater's Certification.

Work Environment & Requirements

- **Flexibility:** This role requires a flexible schedule to accommodate in-office work, field work and community events.
- **Meetings:** Attendance at up to 3 monthly evening board or committee meetings is required (typically remote attendance).
- **Adaptability:** The successful candidate must be collaborative and proficient in applying adaptive management principles, drawing on data, professional judgment, and stakeholder input to inform decisions within a complex and evolving lake ecosystem, and demonstrating flexibility as the role continues to

evolve and expand over time, along with other duties as assigned by the Chairman or Executive Director.

Please send resumes and cover letters no later than April 30th to:
admin@candlewoodlakeauthority.org

We offer a competitive, market-aligned compensation package commensurate with experience and qualifications.

The Candlewood Lake Authority is an Equal Opportunity Employer. We are committed to providing equal employment opportunities to all applicants and employees without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, ancestry, disability, veteran status, genetic information, or any other status protected by applicable federal or Connecticut law.