



MILWAUKEE WATER COMMONS

1836 W. Fond du Lac Ave., Milwaukee, WI 53205

Office: (414) 763-6199

www.milwaukeeewatercommons.org

Position: Climate Sustainability Manager

Reports to: Senior Director of Programming

Salary Range: \$55,000- 65,000 annually

Anticipated Start Date: May 2026

Benefits:

FTE 1.0

- Three weeks paid time off
- Twelve paid holidays per year
- Health, dental and vision coverage

Key Principles of Milwaukee Water Commons Culture and Values

Milwaukee Water Commons is a cross-city, cross-neighborhood network that fosters connection, collaboration and broad community leadership on behalf of our common waters. We promote stewardship, equitable access and shared decision making for our shared waters. We advocate on environmental justice issues, water justice, climate justice, and social justice. Our programmatic work is neighborhood based, although our organizational reach includes communities throughout the Great Lakes region. We strive to build a multiracial, multicultural organization and an anti-racist environmental movement on behalf of our waters.

Milwaukee Water Commons organizes under four frameworks: The Commons, Collective Impact, Environmental Justice and Community Engagement. We believe environmental work has the greatest impact when it adopts an intersectional approach. By that we mean we must inclusively consider the connections between social and environmental systems, recognizing that vulnerability is often experienced as multiple compounding challenges that cannot be separated. To arrive at justice, these challenges must be addressed simultaneously. We believe the community must be at the center of envisioning and decision making about our shared waters.

We are creating a workplace with guiding principles of integrity, accountability, diligence, perseverance, and discipline. The successful employee must have the ability to demonstrate and apply our organizational values and frameworks, which are embedded in all agency roles.

Position Purpose

This position will be responsible for assisting in the facilitation and creation of a robust community engagement strategy regarding our Branch Out Milwaukee Urban Tree Canopy Project, which focuses on naturalizing urban spaces. We use community-centered strategies to engage neighborhood residents in tree assessment, siting, and ongoing care. This work will result in the implementation of tree planting policies and practices that incorporate ecological and social co-benefits to improve local and regional water quality, air quality, and quality of life for the benefit of both people and nature.

This position will work closely with the Milwaukee Water Commons Branch Out team to assist in the overall coordination and implementation of activities and opportunities that ensure adherence to the organizational mission and values of authentic community engagement. It addresses our Green Infrastructure (GI) work as it relates to flooding issues, overflows, installation of GI and rebuilding our Urban Forest. It also intersects with our Water Quality Goals found within our Water City Agenda.

This position works closely with the Milwaukee Water Commons team, community leaders, residents, environmental groups, and others to build community and equitable practices that promote racial and gender equity and inclusion.

Essential Duties and Responsibilities

- Coordinate, schedule and perform resident tree inventory assessments and advise residents of potential tree care options that may include tree maintenance and planting on their property
- Work with residents and homeowners to coordinate tree selection and planting locations on private property, communicate with tree planting partners regarding the planting process and coordination with residents
- Identify and track resident interest in private property tree planting and maintenance
- Conduct tree inventories, tree plantings (public and private property) and oversee the day-to-day operations of the campaign to have a collective action tree planting and maintenance program aimed at equitably growing the city's tree canopy to maximize the environmental and public health benefits
- Create and provide residents with tree assessment reports after each tree inventory in a timely manner that will help them decide about tree care
- Communicate with a tree care company regarding planned maintenance on private property
- Coordinate tree ordering, sourcing, materials, transportation, holding, etc. for public and private tree planting events
- Review and discuss tree care company maintenance service reports with supervisor to identify residents for tree planting and maintenance
- Other duties as assigned
- Some nights and weekends are required

Qualifications

The successful candidate must have the ability to demonstrate and apply Milwaukee Water Commons' values and mission, which are embedded in all organizational roles. The employee will have proven leadership abilities and experience in relationship building and community outreach.

Concrete demonstrable experience and other qualifications include:

- Values diversity and inclusion efforts
- Strong interpersonal and communication skills
- Good organizational skills
- Knowledge of urban ecosystem and forestry in Milwaukee
- Tree identification and assessment skills
- Knowledge of green infrastructure and ways to help build and maintain an urban tree canopy
- Knowledge of various green infrastructure best management practices
- An understanding of and a willingness to address institutional and structural racism, implicit and explicit bias, systemic inequities, and their impacts on individuals and communities
- Experience in building multiracial networks including communities negatively impacted by systemic inequities

Anti-Discrimination Policy

Milwaukee Water Commons is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. We are committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Milwaukee Water Commons are based on programmatic needs, job requirements and individual qualifications without regard to a person's race, color, religion or belief, national, social or ethnic origin, sex, pregnancy status, age, or physical, disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations of our city and state.

Milwaukee Water Commons is committed to building a team that represents a variety of backgrounds, perspectives and skills. We believe the more inclusive we are, the better our work will be on behalf of our community.

Applications accepted on a rolling basis. Applicant review will begin on March 20, 2026.

Submit resume and cover letter addressed to the Co-Executive Directors to:

employment@milwaukeewatercommons.org.