



Environmental Scientist

Organization: Bayou Preservation Association (BPA)

Location: Houston, TX (Hybrid / Field-based)

Status: Full-time

Salary: \$65,000–\$70,000 (*includes health stipend*)

Reports to: President & CEO

About Bayou Preservation Association

Founded in 1966, Bayou Preservation Association is one of Houston's longest-running environmental nonprofits. BPA works to protect and restore the city's bayous through urban water quality monitoring, tributary-based restoration, and inclusive community engagement.

Position Summary

Bayou Preservation Association seeks an Environmental Scientist to support and strengthen tributary-based water quality monitoring and riparian restoration across Houston's bayous. This is a hands on, implementation focused role designed for an early- to mid-career scientist who values field work, data integrity, and real-world application.

This position carries defined ownership over monitoring consistency, data readiness, applied science translation, and technical representation within BPA's strategic framework.

Core Responsibilities

Tributary Monitoring

- Own the reliability and consistency of BPA's tributary-based water quality monitoring program
- Conduct bacteria and watershed monitoring using Texas Stream Team Core and Advanced Core protocols
- Maintain field schedules, equipment readiness, and sampling documentation
- Coordinate lab submissions and Quality Assurance / Quality Control (QA/QC) procedures

Data Readiness & Integrity

- Own the accuracy, organization, and report-readiness of BPA's water quality datasets
- Enter, clean, and maintain monitoring data in consistent formats

The Bayou Preservation Association is an equal opportunity employer and actively works to ensure fair and equal treatment of its employees and constituents regardless of differences based on an individual's race, color, religion, sex, age, marital status, veteran status, sexual orientation, disability, political affiliation, or any other protected characteristic.



- Produce basic trend summaries, tables, and internal reference materials to support grant reporting and partner coordination

Science-to-Restoration Translation

- Provide applied scientific input to help identify tributaries and sites suitable for riparian restoration or follow-up assessment
- Support restoration monitoring and post-installation checks
- Assist with native plant guidance and site-condition assessments as needed

Technical Accuracy Across Programs

- Serve as the internal technical checkpoint for science-related public materials, including planting guides, interpretive content, and educational resources
- Ensure scientific accuracy without managing program delivery or community engagement

Technical Representation & Agency Coordination

- Represent BPA in formal, technical settings, including:
 - Agency and regional meetings
 - Site visits with partners, contractors, and agencies
- Present BPA's monitoring methods, data summaries, and restoration rationale clearly and professionally
- Relay meeting outcomes, requests, and follow-up items back to BPA leadership

Qualifications & Requirements

Required

- Bachelor's degree in Environmental Science, Biology, Ecology, Hydrology, or a related field
- Field-based water quality monitoring experience
- Strong organizational and data management skills
- Ability to translate scientific information into practical recommendations

Preferred

- Master's degree **preferred or equivalent applied experience**
- Familiarity with Texas Stream Team protocols
- Experience working in urban watersheds
- Basic GIS or mapping exposure

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Compensation & Benefits

- Salary: \$65,000–\$70,000 annually
 - Includes a \$6,350 annual health insurance stipend
- Paid Time Off:
 - 11 paid holidays
 - Paid time off accrued weekly on a pro-rated basis
- Work Environment:
- Flexible hybrid schedule
- Additional Benefits:
 - Cell phone stipend
 - Reimbursement for all work-related mileage

Application Materials

Please submit a resume only to Brittani Flowers at info@bayoupreservation.org. Candidates selected to advance to the interview stage will be asked to complete a brief set of standard written responses.

Applications will be reviewed on a rolling basis.

To receive priority consideration, please submit materials by February 20, 2026.

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