NY Project Manager – Reforest NY

At a glance: Southern New York –• $65-$85k salary with health and life insurance, performance bonus and 401(k) –• relocation assistance for qualified candidates –• applications reviewed on a rolling basis.

About the Company

ArcheWild is a professional ecological restoration firm operating throughout the mid-Atlantic. We tackle some of the largest and most complex restoration programs on the East Coast. **We are not a carbon credit or mitigation bank.**

The Opportunity

Landowners, land trusts, municipalities and conservation districts across New York want to plant trees: in damaged forests, on retired farm fields, and in floodplains that need to hold water again. Many of them can't find provenance-appropriate native stock, or a contractor who can design, plant, and stand behind the forest or buffer. ArcheWild does all of this. In 2027, we launch our New York operation, backed by two NYS DEC grants.

As our New York Project Manager, you'll build and run the business side of that work. You'll find the projects, scope, price, and win them. Then you'll lead our crews in delivering them. Most projects will be reforestation and riparian forest buffers, from a 2-acre streambank on a dairy farm to a 100-acre afforestation program with a conservancy partner.

You'll also launch our 25 Million Trees Nursery Discount (TND) program. Through it, we can sell New York-grown native trees to New York buyers at a deep, state-reimbursed discount. Your job is to lock in those sales early with advance procurement contracts, so the trees we grow have a home before they leave the nursery.

What you'll accomplish in your first 12–14 months

- Network with purchasers of reforestation products and sign advance procurement contracts for delivery in 2027/2028. Have all TND trees sold and logged into the state's Tree Tracker by the January 2028 program deadline.
- Build a qualified New York pipeline of reforestation and riparian buffer projects.
- Deliver your first spring and fall planting seasons on budget, on time, and with survival numbers you're proud to report.
- Be known at county Soil & Water Conservation Districts, land trusts and agency offices as the person to call about a buffer or reforestation project.

What you'll do

Build the New York market

- Work hand in hand with our New York Program Manager, who is building the collector, landowner and grower network. Your projects create demand for that network, and the network supplies your projects.
- Represent ArcheWild at field days, conferences, and SWCD and land trust meetings.

Secure TND advance procurement contracts

- Pre-sell discounted native trees to New York buyers for 2027/2028 delivery: landowners, SWCDs, municipalities, land trusts, watershed groups and schools.
- Make sure every sale meets program rules: native species with appropriate seed provenance, retail sales to buyers in New York (not to other nurseries), no cultivars, and a Tree Tracker tag with every tree.
- Turn signed orders into a species-by-ecoregion demand forecast with the nursery team, so we grow what's actually sold.

Lead project delivery

- Plan and run projects: work plans, schedules, budgets, materials, permits where needed, and plant orders matched to the right seed source for each site.
- Engage with clients: be the single point of contact for clients assigned to you; ensuring adequate communication and exceeding expectations.
- Lead Field Leads, Specialists and Technicians on site: set daily goals, train on technique and keep everyone safe. Expect to plant alongside the crew when it counts.
- Document results in our Collector™ and project-management software and produce client reports with photos and survival data.

Sell plants and projects

- Find and develop projects with private landowners, farmers, land trusts, conservancies, municipalities, SWCDs, engineering firms and restoration contractors.
- Help clients pair projects with funding, such as DEC's Trees for Tribs program, USDA NRCS and FSA conservation programs, water-quality grants, and corporate or conservancy funding.
- Run site visits, write proposals and estimates, negotiate contracts, and be each client's single point of contact from first call to final report.

What's hard about this job

- It's a relationship development and field implementation job. You'll be measured on signed work and project success.
- New York is a nascent market for us, so your first months will mean building relationships and rekindling old ones.
- Planting seasons are intense: long days, weather and logistics problems, and some overnight travel.

What you bring

- 4+ years in ecological restoration, forestry, conservation or a related field, including managing projects with budgets and crews.
- Proven ability to win work: proposals written, clients developed, contracts signed.
- Working knowledge of riparian buffer and reforestation design, site preparation, planting and establishment, and the ability to identify Northeast native trees and shrubs.
- Comfort with the economics of a project: estimating, pricing and tracking margin.
- A valid driver's license, and comfort driving trucks and trailers.

Nice to have

- Relationships with New York SWCDs, NRCS and FSA offices, land trusts or DEC programs.
- Experience with USDA cost-share programs or state water-quality grants.
- A NYS pesticide applicator certification (or willingness to get one; we pay), GIS skills, or field data app experience.

How to Apply

Send three things: 1) your resume, 2) a cover letter describing why you want this job, and why ArcheWild is your next best career move. Send both to **careers@archewild.com**, and 3) complete the **screening questionnaire**.

The questionnaire takes about 45 minutes. Applications missing any of the three are not reviewed. We review applications on a rolling basis and reply to every applicant.

Our process (about 4 weeks): a scored questionnaire; a 30-minute call; a 60-minute conversation with leadership; a 90-minute working session on our real milestone plan; a visit to the nursery hub to meet the team; and references.

About ArcheWild. ArcheWild is an ecological restoration company with its own R&D group and native plant nursery. For nearly 20 years we've collected seed, grown provenance-tracked native trees and shrubs, and planted them on restoration projects from New England to the mid-Atlantic. We built SeedSource, a supply-chain database that traces every plant from mother tree to planting site. Our clients include The Nature Conservancy, the National Park Service, the U.S. Forest Service, and conservancies and engineering firms across New York. We're a hands-on, science-driven team that holds itself to a high standard and works hard to get things right the first time.

What we offer. Pay range is $65-85k with health and life insurance · ample paid vacation and holidays · performance bonus program · 401(k) · relocation assistance for qualified candidates · company truck or mileage reimbursement for field travel · training and certifications paid by ArcheWild (e.g., pesticide applicator, CERP) · a role in building New York's native tree supply chain from the ground up.

Equal opportunity. ArcheWild is an equal opportunity employer. We consider all qualified applicants regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic. If you need an accommodation to apply or interview, including completing the questionnaire another way, email **careers@archewild.com**.