



City of Tacoma

Natural Resources Operations Manager

SALARY	\$67.84 - \$95.51 Hourly \$141,107.20 - \$198,660.80 Annually	LOCATION	Tacoma, WA
JOB TYPE	Non-Classified	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	P1700-26A	DEPARTMENT	Power
DIVISION	Generation	OPENING DATE	09/28/2026
CLOSING DATE	10/19/2026 5:00 PM Pacific		

Position Description

Tacoma Power is seeking a Natural Resources Operations Manager to set the direction and drive the delivery of work spanning Northwest fisheries, environmental commitments, and natural resources operations. This leader will establish how scientific, regulatory, and operational priorities are balanced and translate that direction into clear decisions, coordinated work plans, and defined accountability, guiding complex Natural Resources initiatives from concept through implementation and sustained operation.

Northwest fisheries expertise is foundational to this role, and the successful candidate must have professional experience in at least one of the following areas: fisheries resource management, hatchery operations, or fish passage at Northwest hydroelectric facilities. Candidates must also have experience leading major environmental capital projects from initial planning through implementation and transition into sustained, full-scale operation.

Reporting to the Assistant Section Manager for Natural Resources, the Operations Manager directs fisheries resource programs and fish facility operations, working through facility managers, oversees field technician deployment (support for Science and Research, Wildlife and Lands, Water Resources, and Fisheries Operations), and data analytics throughout the department. At the heart of the role is the ability to integrate forward looking strategy, fisheries science, monitoring data, technical information, current FERC license requirements, and operational realities so fish facilities, natural systems, and hydroelectric operations are planned and managed in coordination. This approach supports safe operations, regulatory compliance, long-term stewardship, and reliable, flexible clean power. A defining requirement of this role is the ability to build the structure and capacity needed to take complex Natural Resources initiatives and capital solutions from initial concept through successful implementation and sustained operation. This means setting priorities, aligning resources, and establishing the roles, workflows, and accountability necessary to advance relicensing, current license implementation, and recovery efforts while meeting ongoing operational commitments. The Operations Manager will also guide supervisors and staff through future operational and organizational changes while maintaining continuity. With future studies, relicensing, and evolving regulatory obligations ahead, this leader will be an integral part of the leadership team to position Natural Resources to meet new demands while maintaining safe, reliable operations.

Key Responsibilities

Operational Leadership and Delivery

- Lead environmental capital projects from initial planning through successful implementation and transition into sustained operation.
- Provide direction and oversight for fisheries resource management and fish facility operations at the Cowlitz and Cushman projects, working with facility managers to ensure alignment and accountability across programs.
- Lead department-wide data and analytics, ensuring information is effectively collected, analyzed, and used for reporting and decision support.
- Establish field support with integrated priorities and implementation plans across support for Science and Research, Wildlife and Lands, Water Resources, and Fisheries Operations based on operational capacity, safety requirements, regulatory commitments, and long-term objectives

People and Supervisor Leadership

- Lead supervisors and multidisciplinary staff across facility operations, field services, technical services, data and analytics, and program delivery.
- Support hiring, performance management, coaching, and professional development.
- Maintain a regular field presence to understand operational conditions and support staff.

Coordination and Representation

- Partner with Natural Resources leadership, Generation, Tribes, agencies, and other stakeholders to align scientific, regulatory, and operational priorities.
- Represent operational impacts, resource needs, project dependencies, and opportunity costs in planning, studies, relicensing, and decision-making.

Budget, Contracts, and Resources

- Oversee significant operational budgets and sponsor high-profile capital and non-capital projects.
- Manage consultant and vendor contracts supporting fish facilities, Natural Resources initiatives, and field operations. Perform owner's representative functions for assigned capital projects.

Compliance and Accountability

- Ensure fish facility operations, fisheries resource management, and related aquatic and terrestrial activities comply with FERC license requirements, applicable permits, and other regulatory obligations.
- Maintain effective systems for tracking regulatory commitments, project progress, operational data, documentation, and reporting.
- Provide clear operational updates to leadership and elevate significant issues with recommended actions.

Preferred Leadership Attributes

- Experience leading operational teams in a regulated fisheries or natural resources environment.
- Ability to provide leadership across aquatic and terrestrial resource areas, including disciplines beyond the individual's primary area of expertise.
- A track record of guiding teams through operational or organizational change without disrupting critical services. A collaborative approach to building alignment across scientific, technical, regulatory, and operational disciplines.
- Sound judgment when balancing immediate operational needs, ecosystem objectives, regulatory requirements, and clean-power priorities.

Qualifications**Minimum Education***

Bachelor's degree in public or business administration or directly related field

Minimum Experience*

6 years of progressively responsible analytical and/or program coordination or management work in operational, utility, or natural resources environments including 1 year prior at senior, lead or supervisory level

**Equivalency: 1 year of experience = 1 year of education*

Knowledge & Skills

The successful candidate will demonstrate the following knowledge and skills:

- Applied knowledge of fisheries programs, hatchery operations, or fish passage.
- Knowledge of the regulatory requirements affecting hydroelectric fisheries programs, including FERC license requirements, permits, and associated compliance obligations.
- Experience translating scientific, regulatory, and operational requirements into clear work plans, priorities, and deliverables.
- Strong project leadership across interdependent teams, competing priorities, and organizational change.
- An understanding of how fish facility operations, field technician deployment, data collection, analysis, and regulatory reporting work together.
- Experience managing operational budgets, contracts, and resources in support of program and project commitments.
- Effective collaboration with Tribes, agencies, technical experts, utility partners, and other stakeholders.
- Sound judgment in identifying operational risks, explaining their impacts, and recommending practical solutions.

Selection Process & Supplemental Information

This recruitment is being managed by Kye Merritt, if you would like to be notified of similar opportunities or stay connected with things going on at Tacoma Public Utilities and the City of Tacoma, connect with me on [LinkedIn!](#)

Compensation & Benefits

Pay Details:

Hourly Rate: \$67.84 - \$95.51

Annual Salary: \$141,107.20- \$198,660.80

[Employee Benefits | City of Tacoma](#)

About Tacoma Power and Natural Resources

Tacoma Power is a municipally owned public power utility that delivers nearly all of its energy from hydroelectric resources. Serving approximately 180,000 customers, we operate in a highly regulated environment where operational reliability, stewardship, and long-term planning are essential.

As one of three operating divisions of Tacoma Public Utilities, alongside Tacoma Water and Tacoma Rail, Tacoma Power offers leaders the opportunity to do meaningful, highly visible work that directly impacts communities, infrastructure, and natural resources.

Our Natural Resources team brings scientific, technical, and operational expertise to meeting the regulatory requirements and stewardship commitments associated with Tacoma Power's hydroelectric projects. It is a team with a lot of heart and a deep commitment to stewardship. This role is an opportunity to lead people who care deeply about their work and take pride in delivering it well.

Learn more about Tacoma Power and the City of Tacoma at:

<http://www.cityoftacoma.org/>

<https://www.mytpu.org/>

<http://www.traveltacoma.com/>

City of Tacoma's Commitment to Diversity, Equity, and Inclusion

The City of Tacoma values a workforce that reflects the communities we serve, and the perspectives needed to do complex public work well. We believe strong outcomes are built by teams that bring different experiences, viewpoints, and approaches to problem-solving.

We encourage candidates with a variety of professional paths and lived experiences to apply. If your background does not follow a traditional trajectory but equips you to lead people, navigate complexity, and deliver results, we want to hear from you.

The Community

The City of Tacoma values a workforce that reflects the communities we serve, and the perspectives needed to do complex public work well. We believe strong outcomes are built by teams that bring different experiences, viewpoints, and approaches to problem-solving.

We recognize that candidates may come to this work through a variety of professional paths. If your background includes relevant experience in fisheries programs, hatchery operations, or fish passage, along with the leadership skills needed to navigate complexity and deliver results, we encourage you to apply.

Learn more about Tacoma at:

<https://www.youtube.com/watch?v=2n5MWl8KFvI>

Application Process

Interested individuals should apply online by the posted closing date and submit a complete application, resume, and cover letter. Applicants should ensure their materials clearly demonstrate the knowledge, skills, and experience identified above as essential for success in this role.

Applicants whose experience most closely aligns with the role may be invited to participate in an interview process, which could include a practical exercise or technical assessment. Final appointment is subject to passing a background check.

Get Assistance

For questions about the application process or this job announcement, please contact the Human Resources office at (253) 591-5400 by 4:00 p.m. on the closing date.

For technical support with the NEOGOV system, applicant support is available at 1-855-524-5627 between 6:00 a.m. and 5:00 p.m. Pacific Standard Time.

Communication with the City of Tacoma

The City of Tacoma communicates primarily by email throughout the recruitment process. Applicants are encouraged to add tacoma.gov and governmentjobs.com to their safe sender list and to monitor junk folders to avoid missing important updates.

Note: This job announcement does not create an expressed or implied contract. Provisions may be modified or revoked without notice.

Employer

City of Tacoma

Address

Human Resources Department
747 Market Street
Tacoma, Washington, 98402-3764

Phone

253-591-5400

Website<http://www.tacoma.gov>**Natural Resources Operations Manager Supplemental Questionnaire*****QUESTION 1**

Do you have a bachelor's degree in public or business administration or directly related field or 4 years of equivalent experience?

- ☐ Yes
- ☐ No

***QUESTION 2**

Do you have 6 years of progressively responsible analytical and/or program coordination/management work in area related to assignment including 1 year prior at senior, lead and/or supervisory level?

- ☐ Yes
- ☐ No

***QUESTION 3**

Responses to supplemental questions must be original content created by the applicant using their own words. The use of online tools or resources to create responses, such as Artificial Intelligence (ChatGPT, etc.), Google, Bing, etc., or plagiarism in any form, is considered cheating and falsification of the application. I understand that any form of cheating or falsification will disqualify my application for further consideration.

- ☐ Yes
- ☐ No

***QUESTION 4**

Describe your decision-making approach for a situation where you are required to implement an operational or regulatory requirement that is not fully aligned with staff input, incomplete or competing information, or preferred approaches. You may draw from prior experience or describe how you would reason through the situation.

***QUESTION 5**

Describe a time you led an effort to build consensus among Tribes, agencies, and community groups on a complex topic impacting recovery and harvest opportunity.

***QUESTION 6**

Describe how you lead operational programs or teams in areas where you are not the technical subject-matter expert. How do you ensure safe, effective execution while maintaining trust and accountability?

***QUESTION 7**

Using a specific example, describe a major environmental capital project you led from initial planning through implementation and transition into sustained, full-scale operation. In your response, outline the project's scope and complexity, your specific role and decision-making authority, and the key challenges you encountered. Describe how

you balanced competing environmental, regulatory, operational, financial, and stakeholder considerations, adapted to changing conditions, and prepared the organization for ongoing operations.

***QUESTION 8**

One of the City's Principles that guides us is Equity. Describe what equity means to you and describe any experience you have working with diverse groups of people.

* Required Question