



The Minnesota Board of Water and Soil Resources (BWSR) is the state's soil and water conservation agency. BWSR works with partners to prevent sediment and nutrients from entering our lakes, rivers, and streams; enhance fish and wildlife habitat; improve soil health; and protect wetlands. BWSR's mission is to work with partners to improve and protect Minnesota's land and water resources. The 20-member BWSR Board consists of representatives of local and state government agencies and citizens.

Working Title: PRAP Coordinator
Job Class: State Program Administrator, Coordinator
Agency: Water & Soil Resources Board

Job Details

- **Job ID:** 93298
- **Location:** Various
- **Telework Eligible:** Yes, Hybrid
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** This vacancy is open for bids and for all qualified job seekers simultaneously. Bidders will be considered through 04/13/2026.
- **Date Posted:** 04/06/2026
- **Closing Date:** 04/27/2026
- **Hiring Agency/Seniority Unit:** Water and Soil Resources Board
- **Division/Unit:** Strategy and Operations Division/ Organizational Effectiveness Section
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes (up to 5%)
- **Salary Range:** \$37.26 - \$55.42 / hourly; \$77,798 - \$115,716 / annually
- **Job Class Option:** Process Improvement
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - Minnesota Association of Professional Employees (MAPE)
- **FLSA Status:** Exempt - Professional
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

Job Summary

This position will work out of the Bemidji, Brainerd, Detroit Lakes, Duluth, Mankato, Marshall, Rochester, St. Paul or Waite Park office and may have the option to telework.

This position is responsible for leadership and coordination of the Performance Review and Assistant Program (PRAP) initiative, which assesses the performance of local units of government that are responsible land and water conservation activities. The position ensures compliance with state statutes, rules, and legislative directives, and focuses on four key aspects of local government units' (LGUs) performance: administration, planning, execution, and communication and coordination. LGUs that this role coordinates with and guides include soil and water conservation districts, watershed districts, watershed management organizations, and counties. The PRAP initiative has three components that this role is responsible for: performance review, assistance, and reporting. The position provides coordination, management, training, planning, implementation, and evaluation of all components via direction and interaction with the Board of Water and Soil Resources (BWSR) staff, BWSR Board members, local government boards and staff, and state legislators and staff.

Qualifications

Minimum Qualifications

To facilitate proper years of service crediting, please ensure that your resume clearly describes your experience in the areas listed and indicates the beginning and ending month and year for each job held.

Three (3) years of professional experience in natural resources, soil and water conservation, or closely related field, including watershed management and local government administration. NOTE: A Bachelor's degree in Planning, Water and Land Management, Environmental or Natural Resources Science, Social Science, or a related field may substitute one (1) year of experience.

Knowledge of planning methodologies, program subject matter, and inter-governmental relationships.

Knowledge of the structure and relationships between federal agencies, state agencies, and local governments such as Soil and Water Conservation Districts, Watershed Districts, Water Management Organizations and Counties.

Human relations skills in order to negotiate and build consensus, facilitate groups, and resolve conflict with divergent groups across program work.

Ability to establish and maintain effective relationships with a variety of stakeholders, including federal, state, local agency staff and board members

Communication skills that include: the ability to explain complex political and fiscal matters to the public; the ability to present, discuss, and explain controversial matters in a professional manner; and to conduct public speaking engagements in an interesting and informative presentation.

Ability to work independently without close supervision, sufficient to meet established timetables, quality standards and complete program objectives.

Preferred Qualifications

More than three (3) years of experience in water planning or closely related activity.

More than three (3) years of experience coaching others to improve board, staff and /or organizational performance

Knowledge of structure and relationships between state agencies and local government in regard to water planning.

Coursework in facilitation or conflict resolution in order to effectively communicate with and make recommendations to local government

Organizational assessment skills including the ability to diagnose, analyze, and present findings and recommendations

Additional Requirements

The Board of Water and Soil Resources will not sponsor applicants for work visas, including STEM OPT extensions. All applicants must be legally authorized to work in the US.

It is the policy of the Board of Water & Soil Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

- Employment Reference Check
- SEMA4 Records Check
- Criminal History Check
- Conflict of Interest Review
- Education/License Verification
- Driver's License DMV Check

Application Details

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Jenny Gieseke at jenny.gieseke@state.mn.us

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Tracy Ohmann at tracy.ohmann@state.mn.us.

Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
 - Fertility care, including IVF
 - Diabetes care
 - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

Support to help you reach your career goals:

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at studentaid.gov)

Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

EQUAL OPPORTUNITY EMPLOYERS

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

APPLICANTS WITH DISABILITIES

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.