



vibrant planet

Career Opportunity – Transforming Forest Management

Operations Manager, PD (Product Development)

Job Description:

Balancing the needs of fire adapted communities with the requirements of resilient wildlands is an exercise in tradeoffs. The cultivation of data and application of science into strategic frameworks that enable tradeoff consensus is critical for ecosystem planning through treatments. However, we are out of time. Many of our wildlands are at a tipping point and traditional multi-jurisdictional planning and monitoring isn't currently efficient or adaptable enough to keep up with the rates of change we are all experiencing. Vibrant Planet's platform is an optimized decision support system for hazard mitigation and ecological restoration across all natural systems so we can help communities and managers get to implementation fast, and effectively adapt those plans when conditions inevitably change. We need additional talent to meet growing demand for our services.

We are seeking an experienced program/project manager with great customer-facing and organizational skills to join the Product Operations team at Vibrant Planet. Operations at Vibrant Planet brings together the needs of our customers and best in class automated analytics in service of improving landscape resilience through deployment of the Vibrant Planet Platform and solutions products. This position is responsible for prioritizing amongst deliverables, accommodating client customization, implementing overall operational strategies and ensuring timely delivery of products to our clients. To do so this position will work with the breadth of staff at Vibrant Planet as well as directly with clients.

While the position is mostly virtual, some travel (typically Northern California or Montana, where offices are located) is required. The majority of this work occurs in the western United States, but software deployment opportunities may occur across the world.

Roles/Responsibilities:

- Independently manage a wide range of internal and/or client facing projects and associated deliverables.
- Empower employees by setting clear expectations and creating a positive work environment based on accountability and collaboration.

- Utilize and support existing software-supported processes, and continually improve their efficiency.
- Prioritize tasks and deliverable deadlines, for yourself and for project teams, balance project progress across a given portfolio of projects based upon contractual obligations and unique project considerations. Proactively unblock deliverables.
- Make decisions regarding task priorities, minimum acceptable level of quality vs. preferred level of quality. Descope as necessary while maintaining alignment with project leads.
- Facilitate conflict resolution amongst team members.
- Provide regular updates on project status for multiple audiences: clientele, internal working teams, executive team, investors.
- Creation of, or collaboration on, proposal documents and responses to RFPs, technical review of proposals, grant applications and scoping documents.
- In concert with other Vibrant Planet groups manage client documentation, including the Vibrant Planet Product Guide, Technical Reports, and Grant Reporting.

Requirements:

- Referencable work experience in project management.
- Demonstrated ability to manage major projects with several interdisciplinary team members, experience working with software engineering teams and/or software operations preferred.
- Demonstrated organizational and planning skills. Detail oriented.
- Strong interpersonal skills and demonstrated ability to collaborate with a wide variety of people from diverse backgrounds.
- Self-directed; problem solving capabilities.
- Excellent adaptive communication skills (written and verbal).

Additional Positive Qualifications:

- Work experience in geospatial computing and map making using GIS applications or scripting.
- Educational or work experience in Fire Science & Analytics, Natural Resource management or Data Science is a plus; of the three, Fire Science experience preferred.
- Experience with NGO grant reporting and coordination.
- Experience with CRM software, and engaging with clients using proprietary software.
- Experience in government contracting.

Duty Requirements:

- Full time, year-round employment.
- US Pacific Time zone work hours preferred, Mountain Time will also be considered.

- Virtual position with an operational independent/home office with sufficient internet speeds.

Compensation:

\$110k - \$170k (dependent on experience)

Benefits:

- Health insurance
- Unlimited PTO policy
- Company equity
- Home office set-up allowance (one time)

Equal Opportunity Employer: Vibrant Planet is committed to diversity. We encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, or other status protected by law to apply.

We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background, but have capacity to grow into and thrive in the position after some mentoring. We do not require that you have experience with every job description task. We will consider any equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. We encourage each candidate to think broadly about their unique background and skill set and how it may relate to the role.

While we welcome applicants from all backgrounds, we regret that we are unable to provide visa sponsorship (including H-1B) at this time. Candidates must already be authorized to work in the U.S. without the need for sponsorship.

Applications: Please submit a resume (2 pages maximum) and cover letter (2 pages maximum) as a single PDF as well as responses to the Knowledge, Skills and Abilities questions using this [Google Form](#); applications will only be accepted through the form and will accept responses until the posting has received 10 qualified applicants or until October 20, 2025, whichever comes first. Interviews are targeted to begin in late October and the position target start date of December 1, 2025 or January 5, 2026. We appreciate the time and effort it takes to apply for a new position, as a sign of respect all applicants will be contacted with current status after each round.