



Climate & Water Solutions Specialist

ABOUT VIRGA LABS

Virga Labs is a women-owned, mission-driven water and natural resource consulting firm based in Tucson, Arizona. We build integrated modeling, analysis, and data visualization tools that demystify complex problems at the intersection of water, climate, and society. We believe that the democratization of data, paired with artful design, inspires creativity and empowers change agents to build a resilient future. We develop interactive decision support tools and immersive storytelling mediums that create actionable data experiences for our clients and collaborators.

Our expertise lies in transforming complex climate, hydrogeologic, and water resource data into intuitive, accessible tools for decision-makers. We work with governments, non-profits, and universities to address water and climate issues across the U.S., driving engagement and collaboration. Our solutions have translated complex data and legal frameworks into intuitive, actionable tools and maps that enhance stakeholder understanding and facilitate productive dialogue, both online and in-person.

We're seeking a Climate & Water Solutions Specialist to serve as the strategic bridge between our technical team and our clients, interpreting client needs and translating them into actionable decision support tools while bringing deep domain expertise to ensure our solutions are truly implementable and useful for end users.

KEY RESPONSIBILITIES

- Interpret client needs and translate them into actionable tool concepts and specifications for decision support tools
- Plan, organize, and facilitate user testing sessions, compile results, and present findings to guide tool development
- Plan and facilitate client interviews and stakeholder engagement to understand user workflows and implementation challenges
- Define tool functionality and user experience based on understanding of client processes and end-user constraints
- Collaborate with technical team to ensure tools address real-world challenges and are truly actionable
- Serve as voice of the client throughout the design process, identifying roadblocks and developing creative solutions
- Develop content strategy and user guidance to ensure tools are accessible and appropriately technical for target audiences
- Create communications materials including reports, policy briefs, and presentations that translate complex data into actionable insights
- Support project delivery while maintaining focus on usability and implementation feasibility

QUALIFICATIONS

- Minimum 3-5 years of experience in client-facing roles, preferably in environmental consulting, water resources, or related fields
- Bachelor's degree in Environmental Science, Water Resources, Natural Resource Management, Environmental Studies, or related field
- Strong understanding of environmental and water resource management challenges
- Excellent written and verbal communication skills with experience translating technical information for diverse audiences
- Strong organizational and project coordination skills
- Demonstrated ability to synthesize complex information and represent client perspectives
- Self-motivated with strong problem-solving abilities and creative thinking
- Experience working independently in small team environments



PREFERRED QUALIFICATIONS

- Advanced degree in climate science, environmental science, environmental studies, water resources management or related field; OR equivalent consulting experience
- Previous experience in water resources, climate adaptation, or environmental consulting, particularly in the western United States
- Background in user experience design, user testing, or human-centered design processes
- Familiarity with decision-making frameworks and strategic planning approaches, particularly decision-making under deep uncertainty (DMDU) methodologies
- Knowledge of stakeholder engagement and participatory planning processes
- Experience with data visualization tools or willingness to learn
- Knowledge of federal and state environmental regulations
- Experience working with government agencies, utilities, or environmental organizations
- Background in developing decision support tools or materials for complex environmental challenges

LOCATION & WORK ARRANGEMENT

- **Must be located in Arizona or Colorado**
- Remote work with up to 10% travel for client engagements and industry events
- Must be authorized to work in the United States

COMPENSATION & BENEFITS

- Salary: \$95,000 annually, commensurate with experience and education
- Health, dental, and vision insurance (individual premiums paid by Virga Labs)
- 401(k) plan
- 16 paid holidays per year
- Flexible vacation policy
- Professional development opportunities

START DATE

As soon as August 2025

WHY YOU'LL LOVE WORKING HERE

- Play a crucial role in solving critical water and climate challenges
- Work at the intersection of science, policy, and technology
- Opportunity to become a recognized expert in water and climate issues
- Collaborative, mission-driven team environment where your ideas are valued
- Direct impact on meaningful projects that benefit communities and the environment
- Professional growth opportunities in a rapidly expanding field

TO APPLY

Please submit a custom cover letter and your resume as a single PDF to team@virgalabs.io, with the subject line "Climate & Water Solutions Specialist".

Your cover letter should articulate why you are a strong cultural and technical fit for this specific role at Virga Labs, highlighting how your experience and approach align with the nature of the position as described. Applications are due by 5pm PT on Wednesday, August 20th.

NOTE

Virga Labs is an equal opportunity employer and prohibits discrimination against applicants and employees on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, disability status, or any other legally protected status.