VIRGA LABS

Principal - Climate Resilience

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 Principal for our Climate Resilience work to lead the development of climate resilience and adaptation tools, design engagement processes, and serve as a thought leader in translating complex climate science into actionable decision support tools and immersive storytelling mediums for diverse clients and communities.

KEY RESPONSIBILITIES

- Lead the development of climate resilience and adaptation tools, storytelling mediums for diverse client contexts
- Design and facilitate stakeholder engagement, client engagement, and end-user testing processes for climate adaptation planning and decision-making tools and solutions
- Apply systems thinking approaches to complex climate and water challenges across multiple scales and sectors
- Conduct advanced research on climate impacts, resilience metrics, and solutions
- Develop decision support tools and frameworks, particularly using decision-making under deep uncertainty (DMDU) frameworks such as adaptive decision making, resilience-based planning, and scenario planning
- Translate climate model outputs and projections into actionable insights for practitioners, agencies, and communities
- Create technical reports, policy briefs, and educational materials that communicate climate science to diverse audiences
- Collaborate with our cross-disciplinary teams to integrate climate science into data visualization and modeling platforms
- Represent Virga Labs as a thought leader in climate resilience through conference presentations and publications

QUALIFICATIONS

- Minimum 7 years of experience in client-facing roles, preferably in consulting for climate science, climate adaptation, natural resources, or related strategic roles
- Cross-disciplinary expertise combining technical environmental knowledge with strategic thinking and stakeholder engagement
- Demonstrated expertise in systems thinking approaches to complex environmental challenges
- Strong background in stakeholder engagement, participatory processes, and facilitating multi-stakeholder decision-making
- Excellent communication and storytelling skills with experience translating technical information for diverse audiences
- Experience in government consulting, civic innovation, or public sector engagement

- Self-directed with proven ability to lead strategic initiatives and work independently in small team environments
- Values-driven approach with commitment to creating meaningful environmental and social impact
- Proficiency in research methodologies and data analysis tools

PREFERRED QUALIFICATIONS
- Advanced degree in climate science, environmental science, environmental studies, water resources management or related field; OR equivalent consulting experience
- Experience with climate model downscaling, uncertainty quantification, or scenario development
- Track record of publications, thought leadership, or speaking engagements

LOCATION & WORK ARRANGEMENT
- **Preferred location**: Arizona, Colorado, or New Mexico
- Remote work with up to 20% travel for client engagements and industry events
- Must be authorized to work in the United States

COMPENSATION & BENEFITS
- Salary: $120,000 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 send a cover letter and resume, as a combined PDF, to team@virgalabs.io with the subject line "Climate Resilience Principal Application" by 5pm PT on Monday, June 30th.

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.