

Center for Water Policy



Working Title: Water Policy Specialist

Job Classification: Postdoc / Post-JD

Location: Milwaukee, WI

Salary will be commensurate with experience. The anticipated salary range is \$56,650-\$62,652, though the successful candidate could be hired below or above this range depending on qualifications. This is a 100% time, one-year term position, with the possibility of renewal.

Overview: The Center for Water Policy at the University of Wisconsin-Milwaukee's School of Freshwater Sciences is seeking to hire a Water Policy Specialist.

The Center's mission is to provide world class interdisciplinary solutions to resolve regional, national and international problems related to the protection, restoration and conservation of freshwater resources to ensure long term environmental health and quality of life.

Established in 2011 through a \$2.6 million Endowment from Lynde B. Uihlein, the Center builds on the research of the School of Freshwater Sciences, the UW System, and networks and partnerships with top scholars, scientists, and policy institutions across the country and around the world.

The Water Policy Specialist will work with the Center and its affiliated faculty to conduct applied law and policy research on wicked water dilemmas. The Water Policy Specialist may work with interdisciplinary research teams and interact with the public and private sector to inform policy making. This position will involve a hybrid of project design and management, legal research and writing for public and academic audiences, student supervision, and outreach.

Projects will depend on the candidate's background and interests but will likely include: water justice and equity; water infrastructure and climate resiliency; public access to coastal resources; sustainable freshwater management practices; innovation in the water sector; and integrating water data into decision-making. Central to these projects will be an overarching emphasis on interdisciplinary collaborative research, including engagement with teams of affiliated faculty, regulators, students, and public stakeholders. The Water Policy Specialist may also work on other water and/or related initiatives within the Center, depending on program needs throughout the position.

This position is strengthened by a collaboration with Wisconsin Sea Grant. The Water Policy Specialist within the Center for Water Policy will be a UW Water Science-Policy Fellow, part of a cohort of postdoctoral or post Master's professional Fellows from the [UW-Madison Aquatic Sciences Center](#), home to the University of Wisconsin Sea Grant College Program and the University of Wisconsin Water Resources Institute. The Fellows are placed at state or federal agencies to tackle some of Wisconsin's most difficult water challenges, bringing their technical skills to help answer difficult questions and learning how to apply their skills to real world challenges and to serve and interact with new stakeholders and audiences. There will be opportunities for professional development with this cohort of Fellows.

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For more information on the Center for Water Policy see <https://uwm.edu/centerforwaterpolicy/>, the School of Freshwater Sciences see <https://uwm.edu/freshwater/>, and the Freshwater Collaborative see <https://freshwater.wisconsin.edu>.

Primary Responsibilities:

- Work with the Center for Water Policy and affiliated faculty to conduct legal and policy research on freshwater issues, as assigned by Director;
- Participate in collaborative research with community stakeholders and policy decision makers to advance implementation of novel programs to address freshwater issues;
- Coordinate and support multi-institution, interdisciplinary research teams that are navigating complex issues at the intersection of emerging science, economics, and policy;
- Research and write white papers, policy briefs, and academic articles of publishable quality for policy-focused audiences;
- Coordinate with Center staff in organizing and running workshops or other events with water leaders, policymakers, stakeholders, academics, and other audiences;
- Speak at workshops or other events to practitioners, the academic community, the media, and others about research initiatives;
- Participate in Sea Grant UW Water Science-Policy Fellowship events;
- Occasional travel in Wisconsin, Great Lakes region, or nationally; and
- Other duties as assigned.

Minimum Qualifications:

- JD required. Candidate must hold this advanced degree by the time of position start date (August 2026).

Preferred Qualifications:

- PhD (or equivalent international degree) a plus;
- At least two years of experience working on environmental (preferably water) law and policy (may have been obtained while a student);
- Excellent research, analytical, and writing skills;
- Well-developed communication and interpersonal skills, including the ability to communicate clearly, listen actively, interact with a variety of audiences, and share knowledge and information effectively;
- Excellent organizational skills;
- Self-starter able to prioritize and function both independently and collaboratively;
- Demonstrated ability to finish projects and deliver on commitments;
- Interest in learning about unfamiliar disciplines;

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- Confidence to take risks by exploring and testing new ideas;
- Background in water or environmental science, water equity and justice, environmental economics, environmental design, or engineering are desirable;
- Experience demonstrating an ability to work with people from a variety of disciplinary backgrounds and policy perspectives;
- Experience and commitment to justice, equity, diversity, and inclusion; and
- Passion for improving the world while maintaining a sense of humor.

Application Procedure:

Send cover letter, most recently updated curriculum vitae, a writing sample (such as a Law Review Note, policy brief, comment letter, or equivalent of no more than 10 pages), and three references (contact information only) by **April 7, 2026** to Tressie Kamp, Assistant Director, at waterpolicy@uwm.edu. If you have any questions about the position, please contact Ms. Kamp.

The Center for Water Policy is interested in candidates who will contribute to diversity and equal opportunity in higher education through their research. Qualified members of underrepresented groups in STEM or law are strongly encouraged to apply.

AA/EO Statement

UWM is an AA/EO employer: All applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, sexual orientation, gender identity/expression, disability, or protected veteran status.

Reasonable Accommodations

UWM provides reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment. Employment opportunities will not be denied because of the need to make reasonable accommodations for a qualified individual with a disability. If you need assistance or accommodation in applying because of a disability, please contact waterpolicy@uwm.edu.

Confidentiality of Applicant Materials

UWM is a state agency and subject to Wisconsin's Open Records Law. UWM will not, however, reveal the identities of applicants who request confidentiality in writing except as may be required by Wisconsin's Open Records law. In certain circumstances, the identities of "final candidates" and/or the identity of the appointed applicant must be revealed upon request.

CBC and Reference Check Policy

Employment will require a criminal background check. UWM takes the prevention of sexual misconduct seriously. As such, you and your references will be required to answer questions

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regarding any past findings of sexual violence and sexual harassment or any pending allegations of sexual violence or sexual harassment.

Annual Security and Fire Safety Report (Clery Act)

For the UWM Annual Security and Fire Safety Reports (i.e., Clery Report), which includes statistics about reported crimes and information about campus security policies, see <http://www.cleryact.uwm.edu/>, or call UWM's Dean of Students Office, Student Union 345 at (414) 229-4632 for a paper copy.

Employment Authorization

In compliance with federal law, all persons at the time of their start date will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.