

# TABITHA BIEHL

## SUMMARY

Results-driven professional with extensive management experience leading multi-faceted programs within governmental, non-profit, and community-based organizations. Proven track record in developing and implementing successful initiatives in stormwater management, lake vegetation control, recreation planning, educational programming, water quality monitoring, land management, and conservation land acquisition. Excels at building collaborative partnerships, securing and managing funding, and aligning environmental and community goals through effective leadership and program execution. Develop, implement, and evaluate innovative programs, products, and services. Work with constituent groups, boards, committees, volunteers, and internal and external audiences. Build and train exceptional staff and volunteers resulting in a first-rate working environment. Oversee and coordinate budget and grant programs through all phases of development, submission, execution, and evaluation.

## SKILLS

- Leadership & Staff Development
- Strategic Planning
- Community Engagement
- Financial Management & Budgeting
- Emergency Management
- Stormwater & Environmental Program Management
- Grant writing
- Project management
- Strategic planning
- Budget management
- Public speaking
- Conflict resolution
- Partnership development

## EXPERIENCE

Land and Water Natural Areas Manager, Polk County Parks and Natural Resources Division,  
January 2018-Current  
Bartow, USA

- Managing a diverse team (33 technical and highly skilled staff and over 150 active volunteers)
- Fostering professional growth (monthly leadership sessions and individual growth plans)
- Empowering staff with tools and resources to lead an award-winning Polk County Parks and Natural Resources Division, Land and Water program.
- Extend the division's reach and foster community involvement, through engagement of volunteers, land owners and nonprofits.
- Manage daily operations, strategic direction, and staff coordination for the Land and Water

programs.

- Represented the Parks & Natural Resources Division during the County's Strategic Planning process, developing county-wide goals.
- Responsible for annually preparing and implementing two community investment programs—one for stormwater and one for the Environmental Lands Program.
- Developed and executed long-term strategies for the successful implementation of critical programs that meet community needs and environmental goals.
- Secured over \$50 million in grant funding for projects across the division, including environmental stewardship, stormwater management, conservation initiatives trails and recreational amenities.
- Built cross-departmental collaborations with divisions like Social Services, Health and Human Services, Roads and Drainage, Utilities, Facilities, Real Estate and Solid Waste to leverage resources for the county and the community.
- Led collaboration with local municipalities such as Winter Haven, Lakeland, and Bartow to build strong partnerships, including efforts under the NPDES permit and landscape conservation initiatives.
- Coordinate and implement two Citizen Advisory Committees: Stormwater Technical Advisory Committee (STAC) a five-member committee, Environmental Lands Program's CLASAC (Conservation Lands and Stewardship Advisory Committee) an 11 member committee.

Executive Director, Lakes Education/Action Drive (LE/AD), January 2016-January 2019

Winter Haven, USA

- Provide executive leadership for a nonprofit organization promoting the protection of over 500 lakes in Polk County.
- Coordinate lake awareness programs and watershed stewardship across Polk County and surrounding municipalities.
- Conduct fundraising and grant writing, supporting an annual budget of \$80,000.
- Organize monthly community activities, such as clean-up events and educational programs, with participation from 5,000+ community members.

Environmental Lands Stewardship Coordinator, Polk County Parks and Natural Resources Division, January 2005-January 2018

Bartow, USA

- Oversee Circle B Bar Reserve and Polk County Nature Discovery Center, managing environmental landscapes with an average of 7,000 weekly visitors from local, national, and international audiences.
- Administer environmental education programs for school-aged youth, adults, families, and underserved populations, reaching over 8,000 students annually.
- Supervise a team of 3 full-time employees and manage over 100 volunteers across 11 public preserves and 4 conservation areas.
- Coordinate public events with over 5,000 participants, including educational programs and professional conferences with guest speakers.
- Oversee contracts exceeding \$20,000 and secured \$5 million in grants, supporting educational

and environmental programs, as well as enhancing visitor experiences.

- Design and implement restoration projects for native landscapes and water resources, preserving ecosystems and contributing to community engagement through nature-based programs.

Research and Monitoring Biologist, The Nature Conservancy, January 2002-January 2005

Babson Park, USA

- Coordinated citizen science programs, including the Florida Scrub-Jay Watch, utilizing 150+ volunteers to monitor sites across 6 counties in Central Florida.
- Developed and maintained partnerships with multiple state, local, and federal agencies, as well as private nonprofit organizations.

## **EDUCATION AND TRAINING**

Bachelor of Science

Wildlife Biology with a specialization in Ecotourism, Purdue University, West Lafayette

Graduate coursework

Ecology and Population Modeling, University of Central Florida

Graduate coursework

Wetlands Ecology, University of Florida

## **PROFESSIONAL ASSOCIATIONS AND CERTIFICATIONS**

- 2020, Certified Public Manager, Florida State University
- 2020, Certified Supervisory Manager, Florida State University
- 2025, Florida Stormwater Association, Membership Committee
- 2020-Present, Gopher Tortoise Technical Advisory Group (GTTAG) member, Florida Fish and Wildlife Conservation Commission (FWWCC)
- 2007-2020, Chair, Lake Wales Ridge Ecosystem Working Group
- 2005-2022, West Central Liaison, Florida Fish and Wildlife Conservation Commission (FWWCC)
- Certified instructor for Cornell University's Bird Sleuth and Back-Yard Programs
- Certified Instructor for Project WET and Project WILD
- Certified Instructor for Growing Up Wild and Aquatic Science
- Certified University of Florida Master Naturalist Program Instructor
- Certificate in Florida Aquatic Species Collecting
- Certified Prescribed Burner (S130, I100 & I190, Engine Academy)
- Emerging Leaders Inaugural Class Graduate, Polk County BoCC
- Steering Committee Member, Heartland CISMA
- Member, The Wildlife Society (TWS) Florida
- 2012, Florida Environmental Education Team (FLEET) Grand Prize Winner
- Certified Interpretive Guide, National Association of Interpreters (NAI)