**Director of Freshwater Programs**

**WORK WITH US**
The Nature Conservancy is the leading conservation organization working to make a positive impact around the world in 69 countries, all 50 United States, and your backyard. Founded in 1951, the mission of The Nature Conservancy is to conserve the lands and waters on which all life depends.

**LOCATION**
Portland, OR

**ESSENTIAL FUNCTIONS**
The Director of Freshwater Programs is responsible for leading The Nature Conservancy’s efforts to conserve and restore freshwater biodiversity in the state of Oregon. S/he will determine conservation priorities, develop program strategies, determine budgetary requirements, and implement freshwater conservation projects. The successful candidate will help lead regulatory and legislative changes to ensure that conservation goals are achieved at a statewide or larger regional scale and makes a lasting impact. S/he will lead the implementation of on-the-ground conservation actions in high leverage basins across the state.

Key components of the position include: implement freshwater conservation strategies statewide as well as within specific geographies; lead efforts locally and nationally within the Conservancy to protect surface and groundwater-dependent ecosystems; develop freshwater technical capacity and deliver support to Conservancy field staff across the state; work across other programs to ensure freshwater conservation outcomes are achieved (e.g. within forest, desert and coast initiatives); build and maintain effective internal and external partnerships to conduct the body of work; and supervise and manage the Freshwater team.

A complete position description can be found on our careers page by following the “How to Apply” instructions below.

**RESPONSIBILITIES & SCOPE**
- Leads the freshwater team in implementing Oregon’s strategic plan for freshwater conservation throughout Oregon.
- Provides expertise on a variety of freshwater issues including conservation of groundwater-dependent ecosystems, water management, water storage, water rights, climate change resilience, and river and wetland restoration.
- Develops strategies and lead a program to incorporate and align human interests with conservation action in the key basins, including the Willamette, Klamath, and Harney.
- Develops effective partnerships with federal and state agencies, scientific and academic institutions, environmental groups, and other public and private organizations engaged in freshwater protection issues to develop and implement key projects.
- Drafts grants and raise public funding to implement freshwater goals and assist the Oregon’s philanthropy team with implementation of strategies to secure private funds.
- Engages with varied audiences to increase awareness and passion about conservation, including communities of difference.
- Frequent travel domestically with evening and weekend hours. May work in variable weather conditions and remote locations.
- Supervises the freshwater team with staff in remote locations.

**MINIMUM QUALIFICATIONS**
- BA/BS degree and 7 years of experience in conservation practice or equivalent combination of education and experience.
- Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals and partners.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience developing partnerships (partners, community, government).
- Negotiation skills.

**PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE**
- Knowledge of freshwater species, natural communities, ecosystems and ecosystem processes and an understanding of their conservation needs. Current trends and practices in freshwater conservation as well as state and federal politics and programs related to freshwater resources.
- Knowledge of water law or other western prior appropriation water codes, and water rights permitting.
- Demonstrated commitment to diversity, equity and inclusion.
- Demonstrated experience influencing, developing and implementing conservation policy and plans.
- Politically savvy and experienced in partnership development (partners, communities, government agencies, and communities of difference). Achieves results by persuading, convincing, or influencing others.

**ADDITIONAL JOB INFORMATION**
- This position requires a valid driver’s license and compliance with the Conservancy’s Auto Safety Program. Further details can be found in the full job announcement online by following the instructions below.

**HOW TO APPLY**
To apply, submit resume and cover letter [here](https://www.nature.org/careers) or search job ID 44869 on our careers page at [www.nature.org/careers](http://www.nature.org/careers).

All applications must be submitted in the system prior to 8:59 PM Pacific Time on 3/13/2017.

*The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.*