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**Application Deadline: Open until filled****Job Title:** Senior Director of Conservation**Location:** Portland, OR**Position Type:** Full-time**Expected Start Date:** March/April 2022

**Who we are:** The Freshwater Trust (TFT) is a non-profit leader in watershed analysis, restoration/ conservation program design, and implementation. Our team members are building tools and creating and testing new solutions that will help to create resiliency in our rivers. With a mission of preserving and restoring freshwater ecosystems, our approach is driven by science, data, and results (see our [Core Values](#)).

With headquarters in Portland, OR, TFT employs 45+ team members across Oregon, Idaho, Washington and California. We currently have three physical offices in Portland, Ashland, OR and Sacramento, CA. Our team members range in background and skillset; teams include philanthropy and fundraising, communications, science and analytics, restoration, legal, finance, and administrative and systems support. Currently embarking on a foundational strategic initiative, we seek a senior-level director that will thrive in a collaborative, fast-moving environment who is able to articulate and drive the delivery of our tools and approaches with both internal and external audiences.

**Who you are:** You are passionate about addressing environmental degradation in your lifetime, and want to work with a group of dedicated professionals committed to fixing our freshwater ecosystems. The Senior Director of Conservation is an experienced manager with high business acumen and excellent interpersonal skills. You enjoy working with technical teams and have a firm understanding of how successful environmental programs connect to sales and funding cycles. As a key member of the organizational management team, you are able to lead technical teams and provide strategic direction. You value team culture that emphasizes collaboration, flexibility, and effective communication. This position reports to the VP of People and Operations in Portland, OR and works closely with the VP of Water, as well as peer positions in finance and fundraising.

**Position Responsibilities:**

- Oversight of funding pipeline and the technical teams tasked with product development, analytics, and on-the-ground implementation.
- Management of staff members, with duties including weekly check-ins, setting professional development trajectories and performing annual reviews.
- Contribute as a key member of the organizational management team, providing insight into the programmatic work of the technical teams while working closely with the Senior Directors of Finance and Advancement and the VP of People and Operations.
- Collaborate regularly with the executive leadership team to ensure alignment with organization initiatives and mission.
- Provide direction and direct input to scopes of work, including proposal and client management.
- Oversee the product development cycle and ensure it is in alignment with the sales strategy.
- Track and report on programmatic successes and bottlenecks; develop systems to track issues in advance.

- Develop a sophisticated understanding of the complexities inherent to watershed-scale work.

**Desired Skills and Qualifications:***Experience and Skills:*

- Experience with projects in one or more of the following areas: large-scale environmental restoration programs, applied research, research and development, product development, natural resource management and modeling/data analytics.
- Experience driving strategy while working with analytical teams and technical sales teams.
- Ability to connect on-the-ground restoration work and analytical work to the sales and funding cycles.
- Excellent written, oral, and presentation communications skills.
- Proficiency with various digital communication and project tracking tools, including project management systems, video conferencing platforms, online file management systems, and messaging platforms.
- Strong time-management skills with ability to be flexible and responsive to changing task priorities.
- Ability to quickly learn and adapt to new tools and processes.
- Highly responsible, trustworthy, dependable with a strong sense of ethics; and passionate about the mission and vision of The Freshwater Trust.

*Qualifications (don't count yourself out if you aren't able to meet some of these qualifications!):*

- MS-BA or MBA in environmental science, natural resource management or related field.
- 10+ years' experience managing large technical teams.
- General knowledge of water quantity, quality, agricultural BMPs and conservation actions.

**Seeking Perseverant, Creative and Energetic Candidates Who:**

- Have a passion for the mission and values of The Freshwater Trust.
- Exhibit professionalism, confidence, intellectual curiosity, and resilience.
- Are fully vaccinated against COVID-19.
- Hold legal authority to work permanently in the US.

**Compensation:**

- Competitive salary based on experience.
- The Freshwater Trust believes in investing in our employees, their health, and future through our benefits offerings. Our total rewards package includes full health and dental coverage, automatic retirement employer contributions, commuter benefits and cell phone reimbursement. Because we are all in, we value getting out, and support our staff with 5 weeks of paid time off plus over 10 paid holidays per year. We also offer perks such as staff retreats, sabbatical for full-time staff after seven years, and professional development opportunities.

**Application Instructions:**

- Supply a Cover Letter, Resume, and a list of 3 references into a [single PDF not to exceed 5MB](#)
- Submit required information and documentation [here](#).

*Interested candidates from historically underrepresented communities are strongly encouraged to apply. The Freshwater Trust is an equal opportunity employer and does not discriminate in its selection of candidates for employment on the basis of race, color, national origin, religion, sex or sexual orientation, marital status, disability, age, military service, family medical history, legal source of income, gender identity, political affiliation, or family leave obligations. ADA accommodations will be provided upon request.*