

Application Deadline: Open until filled**Job Title:** Senior Director of Programs**Location:** Portland, OR**Position Type:** Full-time**Expected Start Date:** August 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 50+ 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 lead and articulate the value of our programs 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 Programs is an experienced program and people manager with excellent interpersonal skills. You enjoy working with implementation 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 programs and provide strategic direction that is aligned with organizational objectives. 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 technology, finance and fundraising.

Position Responsibilities:

- Oversight of funding pipeline and the technical teams tasked with program development and on-the-ground implementation.
- Contribute as a key member of the organizational management team, providing insight into the programmatic work of implementation teams and providing strategic direction that ensures alignment with organization milestones, initiatives and mission.
- Identify funding opportunities and pursue proposals that that enhance existing programs and build on a foundation of work that aligns with organizational “learning lab” strategy in target basins.
- Track and report on programmatic successes and bottlenecks; develop systems to track issues in advance.
- Provide client management for major programs, working closely with project managers.
- Oversee implementation team budgets and ensure projects are meeting financial expectations.
- Management of director-level staff, with duties including weekly check-ins, setting professional development trajectories and performing annual reviews.
- 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, and natural resource management.
- Experience driving strategy while working with program teams and 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:

- MS-BA or MBA in environmental science, natural resource management or related field.
- 10+ years' experience managing large technical teams, experience in restoration work preferred.
- General knowledge of water quantity, quality, agricultural BMPs and conservation actions.
- A track record of managing and completing complex, multi-million-dollar programs

Seeking Perseverant, Creative and Energetic Candidates Who:

- Are problem solvers with a figure it out personality, determined to add value in any situation.
- 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.