



## Director of Water

The Environmental Policy Innovation Center (EPIC) is seeking a dynamic and experienced Director of Water to lead our water-focused initiatives. This high-profile position offers an exciting opportunity for a passionate professional to make a significant impact in accelerating America's improvement of water services through innovative approaches to water services, finance, and technical assistance.

### Summary

The Director of Water will be responsible for leading our water team in their crucial efforts to improve water policies and practices, enhance water infrastructure finance programs, and assist cities and utilities in financing the delivery of safe drinking water, clean water, and stormwater management infrastructure in underinvested communities across the United States. With a team of approximately 20 staff, this role requires a strong people manager - someone who can easily identify and leverage individuals' strengths, foster meaningful connections and opportunities to collaborate, and motivate their team to succeed on an individual and organizational level. This role requires a strategic thinker with expertise in water systems, policy and program innovation, and collaboration with diverse stakeholders to drive solutions. Because EPIC's mission is "faster," it requires a leader who is open to innovation in technology, procurement, and financing.

Our program has three goals. The Director of Water will lead your team's efforts to:

- 1) Ensure more small, mid-sized, and capacity-constrained water utilities access State Revolving Fund support (or other financial or technical support) to address their priority drinking water, stormwater, and wastewater issues.
- 2) Help America remove all toxic lead water service lines in 10 years by identifying and advocating for policies and practices that ensure faster and more cost-effective replacement, and by modelling technical assistance approaches that help individual, historically underinvested communities make progress.
- 3) Provide thought leadership, research, and actionable policy recommendations that help states, EPA, and Congress improve access to durable water infrastructure through the 100+ state revolving loan programs and other relevant financing programs.

The initial goals of this position are:

- By the end of 2025, have a comprehensive understanding of the strengths of your staff, recruit at least two additional hires, and succeed in helping them implement their major objectives in a year when federal programs like the SRFs are facing enormous change.
- By the end of 2026, secure sufficient funding to maintain and grow the program in 2027 under a revised set of objectives and strategic goals you and your team develop, that reflect new trends and challenges in water industry and water governance.

We need a candidate who is creative in the face of a set of pervasive, unavoidable challenges for water systems: a) small systems, and even some big ones, will always struggle to find staff and financial resources; b) more regionalization is unavoidable; and c) some aspects of federal and state laws require action on new problems that may have higher costs and lower consumer benefits than other investments to maintain and improve service.

## **Key Responsibilities**

### **Water Policy Leadership**

- Oversee EPIC's drinking water, wastewater, and stormwater work
- Lead the development and implementation of strategies to modernize water infrastructure finance programs and policy
- Collaborate with partners and peers at local, state, and federal levels to promote innovative solutions, especially in the replacement of toxic lead water pipes and galvanized pipes
- Advocate for policies that enhance access to clean, safe, reliable water services for all Americans
- Identify opportunities for innovation in water-related policies, programs, and practices through research, data analysis, collaboration, and technical assistance

### **Program Development and Implementation**

- Design and manage projects that advance EPIC's goals for better water services and environmental and public health outcomes
- Foster a collaborative environment that encourages creativity and problem-solving
- Support a team of almost 20 staff with expertise in various aspects of water policy and management and who have significant ability for independent work and leadership if you nurture and encourage it
- Build partnerships with government agencies, utilities, nonprofits, businesses, and community organizations
- Monitor program outcomes to ensure measurable progress toward organizational objectives and timely completion of deliverables

### **Organizational Leadership**

- Reporting directly to the Executive Director, you work closely with three other directors to integrate water initiatives into broader organizational goals
- Serve as a visible external spokesperson to media, Congress, industry, and funders
- Handle diverse organizational roles, including administrative and fundraising responsibilities

### **Engagement**

- Build and nurture relationships with utilities, governmental entities, engineering firms, funders, policymakers, nonprofits, and community groups
- Communicate complex water issues effectively to diverse audiences and actively listen to those audiences

## Qualifications

### Required:

- A commitment to the values that define EPIC's character and culture which you can find listed here: [www.policyinnovation.org](http://www.policyinnovation.org)
- Advanced degree in environmental science, public policy, engineering, related field, law, or additional fields
- 7-10 years of experience in water policy, water infrastructure finance, or management preferably from more than one type of employer (i.e. nonprofit, government, utility, private company); 10-15 years of experience is preferred.
- Demonstrated success in designing and implementing innovative solutions for water challenges
- Demonstrated success building partnerships, working with utilities and agencies, and achieving policy and program implementation changes.
- Demonstrated success and networks that make it clear you can lead team efforts to secure approximately \$5 million in annual funding in 2026 and beyond.
- Strong project management skills
- Significant experience in legislative work, media and communications, or public speaking
- Evidence from past work that you understand and agree with EPIC mission of and strategies to deliver faster environmental and public health progress, with a high tolerance for risk and creativity from your team and the programs we work to improve.

### Preferred:

- Expertise in federal or state-level water regulations or infrastructure financing mechanisms
- Experience working with underserved communities to address access to clean water
- Knowledge of emerging trends in climate resilience, nature-based solutions, or bond and public financing
- Familiarity with data-driven approaches to improving environmental outcomes

## Location & Travel

This position is remote or could be based out of our offices in Washington DC or College Park, Maryland. Travel for meetings, conferences, and events is required, with a significant portion of work involving meetings with federal agencies and Congressional offices in Washington DC and with funders.

## Compensation & Benefits

Salary range is \$100,000 - \$140,000 annually, based on experience and qualifications. EPIC offers a comprehensive benefits package, including health, dental, and vision care, 401k contributions with employer match of up to 5% of salary (7% after 5 years of service), four weeks of paid time off, plus wellness leave and time off when the office is closed for approximately four days around winter holidays.

## Why Join Us?

This is an exciting opportunity for a passionate professional to make a significant impact on water policy and finance programs through innovative approaches to water management.

EPIC is a non-partisan nonprofit committed to building policies that deliver spectacular improvement in the speed and scale of environmental progress. We focus on clean water, biodiversity, environmental markets, and the use of data and technology in producing environmental and public health outcomes. We always approach this by seeking out data and evidence to inform our positions. Our emphasis is on actionable solutions, and this leads us to frequently collaborate with government agencies, utilities and businesses. We have achieved significant growth over the last six years, with a budget of approximately \$9 million in annual revenue and a team of approximately 40 staff across the country.

We fundamentally believe that America has better water services and outcomes today and will have even better ones in the future. If selected for this role, you get to lead the team playing a role in making that happen.

EPIC is known for incisive research that has revealed information about water infrastructure financing that has been extremely useful to others. We are known for work to accelerate the replacement of toxic lead water pipes by identifying approaches that work toward faster, less expensive, and wider scale replacement. We are known for the effective way we work with cities and utilities to understand their needs, bring in our staff experts or subcontract engineering and audit firms, and quickly complete the work needed to help communities get in line for loan, bond, or grant funding. Our funding mostly comes from private foundations, but our water team also depends upon a significant EPA grant as an EPA Environmental Finance Center. You get to help maintain and grow this work and the partnerships through which we succeed.

## How to Apply

To apply, please send a resume and cover letter to Susan Finlay ([susan@policyinnovation.org](mailto:susan@policyinnovation.org)) with the subject line "Director of Water Application". In your cover letter, highlight your experience leading water-related initiatives and your track record in advancing organizational goals. EPIC is committed to creating a diverse environment and is proud to be an equal opportunity employer. We strongly encourage applications from people of color, LGBTQ+ individuals, women, and members of other underrepresented communities.