



Water Equity Network Program Manager

The US Water Alliance is recruiting a resourceful, forward-thinking Program Manager to support the organization's [Water Equity Network](#) (WEN), a growing, national community of practice of water utilities and cross-sector partners seeking to advance water equity in their communities.

This position is a vital difference-maker who will join a team of innovative One Water champions leading efforts to educate the nation on the true value of water and accelerate approaches to equitable water management that build strong economies, vibrant communities, and healthy environments.

About the US Water Alliance

The US Water Alliance is a member-supported national nonprofit that aligns diverse stakeholders to develop common ground and transformational solutions to our nation's most pressing water challenges. Our nearly 200 members and partners include utilities, public agencies, community organizations, engineering and technology firms, environmental groups, agricultural interests, labor unions, researchers, artists and culture bearers, and many others. We:

- **Educate** the nation on the true value of water and engage an expanding base of One Water champions through mutual discovery, learning, and communications.
- **Initiate** new approaches and solutions to our most pressing water challenges, leveraging powerful partnerships, authentic engagement, and cultural strategies to advance One Water solutions.
- **Accelerate** the adoption and scaling of the mindset, practices, and policies behind the One Water approach to advance a better quality of life for all.
- **Celebrate** what works to advance the One Water movement and solutions to inspire and spread innovation in water system transformation.

For more information, please visit our website at: www.uswateralliance.org.

Compensation and Benefits

The salary range is \$70,000 – \$108,000, with a midpoint of \$89,000. New hires typically receive between the minimum and mid-point; however, the actual salary offer may be slightly higher based on qualifications, internal equity, and market rates.

The US Water Alliance offers an excellent benefits package that includes:

- Health Benefits: Medical, Vision, Dental
- Short- and Long-Term Disability and Life Insurance
- Employee Assistance Program
- Flexible Spending Plans
- 401k Retirement Plan
- Paid Time Off (PTO)
- 10 paid holidays, plus a 6-day winter break at the end of the calendar year.
- Other benefits: supplemental paid leave (sabbatical, parental, bereavement), professional development, and remote work stipend.

Location

Qualified candidates will be considered regardless of location. While most work is performed remotely, travel will be required for on-site events, gatherings, and program and/or development needs.

Position Overview

Reporting to the Senior Program Manager of the Water Equity Network (WEN), the Program Manager will design, implement, and evaluate programming to support WEN's growth, sustainability, and quality assurance.

What You'll Do

Implement WEN Programs

- Co-facilitate a growing national network of water utilities, community organizations, and government partners.
- Lead the development and implementation of a new WEN Action Taskforce. This includes developing program plans, onboarding local community teams, working with Alliance staff and partners to develop resources and materials, and facilitating Taskforce events and programming. [Learn about our 2024 Action Taskforces here.](#)
- Coordinate in-person and virtual WEN events.
- Support place-based water equity initiatives and projects, as determined by WEN needs and strategic opportunities.

Create Resources for the Sector

- Develop and produce resources, guides, and tools that help scale equitable water management approaches throughout the United States.
- Enhance systems to capture, translate, and share knowledge generated by WEN within the Alliance and with a broad range of audiences and partners.
- Facilitate opportunities for organic exchange and knowledge sharing across the network.

Provide Organizational Support

- Support the Alliance's network-building strategy by helping recruit and onboard new members, building effective partnerships, and engaging in coalitions on behalf of the organization.
- Represent the Alliance through attendance and/or presentations at in-person meetings, phone calls, conference attendance, and national gatherings.
- Serve as an external ambassador for the Alliance through public speaking, relationship building, and coordination of strategic partnerships.
- Assist fundraising activities as needed, including (but not limited to) grant reporting, drafting program-specific content for proposals, and meeting with philanthropic partners.
- Support the Alliance's One Water Summit as needed with logistical, programmatic, and operational tasks.

Other Duties

Please note that this job description is not intended to cover or list in full the activities, duties, or responsibilities required of the employee for this position. Duties, responsibilities, and activities may change at any time with advance notice.

Qualifications

Education and Experience:

Required

- Bachelor's degree in a related field or equivalent combination of education and experience will be considered
- Minimum of five years of experience in a related field
- Hands-on experience in designing and implementing programs and initiatives, especially ones that engage government agencies in advancing racial and/or economic equity.
- Recent experience leading and facilitating both virtual and in-person meetings and gatherings.

Desired

- Graduate degree in a related field
- Demonstrated experience in water equity, coalition building, and a water or water-related field. Additional experience in communications, community-informed urban or regional planning, or place-based initiatives.
- Experience developing and strengthening authentic cross-sector partnerships and building trusting relationships with various partners.

Abilities:

- Ability to work effectively in collaboration with a wide range of audiences and partners, including water utilities, government agencies, community-based organizations, environmental groups, foundations, coalitions, the private sector, and more.
- Exceptional communication, public speaking, interpersonal, and influencing skills
- Demonstrated capacity for critical, independent, and creative thinking.
- Strong project management skills with attention to detail and deadlines.
- Flexible and able to quickly adapt to new and changing priorities, information, and challenges.

Mindset:

- Dedicated to the mission, vision, and values of the US Water Alliance and the Water Equity Network.
- Possesses integrity, a positive attitude, and is team-oriented and responsive.
- Commitment to providing high-quality work.

Apply

Please submit your CV/resume, cover letter, and an original writing sample [here](#).

This position is open until filled; however, those applications received by **Monday, January 19, 2026**, will receive first consideration.

What to Expect

We'll review your application materials for experience, knowledge, and abilities required to perform the job successfully. **Only those selected to advance in this process will be contacted for an interview.**

Candidates must possess current and valid U.S. Work Authorization and be eligible to work for any U.S. employer without sponsorship.

As part of our standard hiring process for new employees, employment will be contingent upon the successful completion of a background check.

The US Water Alliance is an equal opportunity employer committed to building and maintaining a diverse staff and a welcoming workplace for all. Applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran or disability status, or other applicable legally protected characteristics.

If you require assistance due to an accessibility issue in the application or recruitment process, please submit a request to hr@uswateralliance.org.