



Position Title: Twin Harbors Waterkeeper
Organization: Twin Harbors Waterkeeper
Location: SW Washington Coastal Watersheds
Position Type: 32 hours/week

Salary: \$63,000 - \$66,000 based on experience and qualifications; benefits included; 16 paid holidays, 4 weeks paid vacation

Reports To: Executive Director

Supervises: Volunteers, Interns

Start Date: ideally June 1, 2026

Priority applications due April 15th: please send a cover letter and resume to eleonorh@twinharborswaterkeeper.org; applications will be considered until position is filled

The Mission of Twin Harbors Waterkeeper

Twin Harbors Waterkeeper (THW) envisions a future where the relationship between our waterways, climate and human health is restored and thriving. The mission of THW is to protect and improve water quality and marine and freshwater habitats on the Washington Coast including the watersheds of the Hoh, Quillayute, Queets and Quinault and Chehalis Rivers and the Grays Harbor Estuary and Willapa Bay Watershed. By holding polluters accountable THW works to address environmental health disparities that are driven by historic and current pollution and systemic inequities that disadvantage communities of color and lower income populations.

In order to achieve its mission, THW works to 1) stop illegal water pollution; 2) prevent new sources of water pollution; 3) stop toxic discharges to water from historically contaminated sites; 4) advocate for habitat protection in coastal estuaries and rivers; and 5) reduce harm to overburdened communities.

Organization History

In January 2018, Friends of Grays Harbor (FOGH) received funding to “implement an environmental quality assessment of, and a long-term plan for water quality protection in, Grays Harbor Estuary, Willapa Bay, and their associated waters, tributaries and nearby coastal areas.” FOGH teamed up with Lee First and Sue Joerger to create THW. Joerger built the administrative structure, First became acquainted with the issues of the watersheds, while FOGH provided the initial funding. THW is a member of the Waterkeeper Alliance, an international movement with the mission to strengthen and grow a global network of grassroots leaders protecting everyone’s right to clean water. In 2019, THW received its license to use the name “Twin Harbors Waterkeeper” from the Waterkeeper Alliance and its 501(c)(3) ruling to operate as a nonprofit.

The international Waterkeeper Alliance was created in 1999 as “a global movement united for clean, healthy and abundant water for all people and the planet.” Waterkeeper’s mission is to “protect our right to clean water in communities around the world.” Today, there are 300+ Waterkeeper groups in 47 countries who patrolled and protected 5.9 million square miles of watersheds, with over 1 million volunteers on six continents. THW pays annual dues to the Waterkeeper Alliance and is periodically reviewed for compliance with 14 Quality Standards while being part of a powerful, international, grassroots water protection movement.

Position Summary: The Waterkeeper is a key leadership role at Twin Harbors Waterkeeper, responsible for advancing the organization's mission through environmental stewardship, community engagement, and program development. This position combines technical expertise in water quality science and policy, public education and outreach, environmental (k-12) education, and a commitment to justice, equity, diversity, and inclusion (JEDI). The Waterkeeper advocates for clean and abundant water throughout the watersheds, serves as a public representative of the organization, provides opportunities for volunteers and students, leads science-based initiatives, and builds partnerships.

Key Responsibilities:

Environmental and Technical Expertise, Legal Advocacy

- Leads efforts to ensure compliance with Clean Water Act (such as NPDES) permits throughout the watersheds and works with Executive Director to determine if action for non-compliance is warranted.
- Takes action to prevent pollution by documenting and reporting pollution incidents, maintains records of findings.
- Regularly patrols watersheds and recruits volunteers to assist with patrols.
- Develops and promotes strategies to clean up contaminated sites, protect forests, restore salmon habitats, and prevent pollution of rivers, streams, and estuaries.
- Attends key meetings such as, but not limited to the Office of the Chehalis Basin to stay informed about flood control and aquatic species restoration actions undertaken by the Office.

Program Development and Oversight

- Manages multiple projects and works closely with Executive Director to ensure and track key metrics, assists with grant reports.
- Assists with securing funding through grant writing and donor engagement.

Communication and Public Engagement

- As a Waterkeeper, serve as the voice for the THW watershed.
- Represents the organization to the public, including during tours, writing and providing public comments at public hearings, forums, meetings, and media events.
- Serves on committees to promote Waterkeeper vision.
- Develops messages, talking points, and public presentations.
- Builds relationships with media, creates content for press releases and newsletters.
- Builds and maintains communications with tribal governments and diverse communities.
- Maintains an up-to-date website.

Education and Outreach

- Provides educational programs in local schools.
- Regularly communicates with educators to provide relevant content for presentations and student engagement.
- Organizes marine debris cleanup events, and special recycling/waste collection events.
- Organize public educational opportunities relating to drinkable, fishable, swimmable water.

Advocacy and Policy

- Assists with developing legislative and advocacy agendas, attends legislative lobby events.
- Participates in policy initiatives supporting water protection.
- Mobilizes public support to influence decision-makers.

Participation with Waterkeeper Alliance

- Attends Waterkeeper meetings, online and in person when applicable.
- Engages and provides feedback for Waterkeeper initiatives.
- Ensures that Waterkeeper Quality Standards are met.

Justice, Equity, Diversity, and Inclusion (JEDI)

- Promotes JEDI values across programs and organizational culture.
- Engages diverse communities and foster inclusivity.
- Advocates for equitable environmental policies.
- Works to include all community members in activities, tours, and forums.
- Works to provide translated materials as necessary.

Preferred Qualifications:

- Demonstrated passion for and commitment to clean water, healthy ecosystems, resilient communities, and environmental justice.
- 3–5 years of experience in environmental science, program management, and/or community engagement.
- Strong leadership and staff management skills.
- Technical expertise in watershed science and restoration.
- Familiarity with water-related policy and regulations.
- Excellent written and verbal communication skills.
- Experience in stakeholder engagement and media relations.
- Proven ability to manage programs and secure funding.
- Commitment to JEDI principles and experience with diverse communities.
- Proficiency in digital communication and technical fieldwork tools.
- Boating experience and boating safety training a plus (e.g. canoeing, kayaking, etc.)

Special Requirements:

- Must reside within or adjacent to the Washington Coastal watersheds.
- Must be willing and able to work flexible hours including occasional nights and weekends.
- Must be capable of working remotely (we use personal computers with IT support including software, security, and file sharing).
- Bilingual Spanish is a bonus.
- Must have reliable transportation (mileage reimbursable).
- Must have physical ability to participate in remote beach cleanups, walk long distances carrying backpacks on uneven/challenging terrain. Must be able to lift and move sampling equipment, tables, canopy tent, and other supplies for field events.

Work Environment: Twin Harbors Waterkeeper fosters a collaborative, inclusive, and mission-driven workplace. The Waterkeeper works in a dynamic environment focused on engaging communities, promoting environmental justice, and advocating for clean water and habitat on Washington’s Southwest Coast.