

*Working to Protect, Restore, and Celebrate Kentucky's
Waterways* www.KWAlliance.org

KWA Executive Director

The foundation is strong. The mission is clear. The team is engaged. What Kentucky Waterways Alliance (KWA) needs now is our next Executive Director who will lead us into a future where all Kentuckians value our lakes, rivers, streams, and wetlands. Our ideal candidate will have:

- a passion for protecting our natural resources,
- ability to connect with diverse communities across Kentucky,
- experience cultivating and retaining a high-functioning team, and
- demonstrated success growing non-profit fundraising.

KWA is seeking a full-time, self-driven and highly competent Executive Director to lead us into our next phase of growth that will build upon over 30 years of successful work protecting, restoring, and celebrating the waterways of Kentucky. KWA has grown substantially in recent years, expanding its staff, revenue, partnerships, and impact across policy and advocacy, on-the-ground restoration, and community engagement. The next Executive Director will be charged with sustaining that momentum while ensuring that the organization's systems, structures, and capacity continue to evolve alongside its growth. The Executive Director will oversee programs that serve the KWA mission, including raising funds to support the program work. The Executive Director will also supervise KWA's highly motivated, independent, and imaginative staff.

We expect competitive candidates to demonstrate a blend of the following experience: fundraising, non-profit management, policy/advocacy, on-the-ground conservation, and/or community engagement. This list is not exhaustive, and we encourage all interested applicants to apply.

Salary commensurate with experience in the range of \$90,000 to \$110,000.

Organization

Founded in 1993, Kentucky Waterways Alliance, Inc. is a statewide non-profit organization with a mission to protect, restore and celebrate Kentucky's waterways. We accomplish our mission through education, community engagement, planning, on-the-ground restoration, coalition building and participation, policy work, and advocacy. KWA is the state affiliate partner of the National Wildlife Federation.

We welcome applications from qualified candidates across Kentucky. Although our primary office is located in Louisville, flexible remote work or relocation opportunities may be available based on the candidate's role, qualifications, and organizational needs. Current staffing level is 6 full-time and 3 part-time staff.

Leadership Attributes and Values of the KWA Executive Director:

- Strong commitment and passion for the conservation, restoration, and protection of surface

waters, groundwater resources, and watersheds. Preference to broad knowledge of federal and state water issues, including Clean Water Act programs, and state and federal regulatory regimes.

- Keen analytic, organizational, and problem-solving skills, with the nimbleness to respond to emerging opportunities and challenges while maintaining focus on organizational priorities.
- Outstanding written, verbal, and public communication skills, including the ability to translate complex policy, scientific, and technical issues into clear and compelling language for a range of audiences, both in person and through live and recorded media.
- Strong business acumen and savviness.
- Highly organized and ethical behavior.
- Ability to recruit, support, and retain a team.
- Coalition building and negotiation skills to work effectively with diverse partners.

Minimum Qualifications Include:

- Five or more years of relevant nonprofit experience, including at least three years with staff management.
- Advanced knowledge of financial practices including experience developing and managing organizational budgets.
- Demonstrated success as a fundraiser including writing grants, securing sponsorships, and building and maintaining relationships with donors, resulting in annual revenue growth.
- Bachelor's degree from an accredited college or university in a relevant field, with advanced degree preferred.

Key duties of the Executive Director Include:

Organizational Management and Fundraising Development

- Directs and oversees fundraising efforts and membership growth strategy.
- Cultivates relationships with donors, foundations, grantors, and members to secure grants, sponsorships, and additional revenue sources.
- Develops and directs a strategic business plan with the goal of supporting and strengthening organizational operations.
- Executes special projects, short-term, and long-term goals with the support of staff.

Personnel Management

- Recruits, develops, and leads staff in the performance of their duties to meet program goals.
- Fosters a positive and inclusive organizational culture by supporting employee development, training, retention, and growth.
- Oversees and streamlines daily operations.

Board Relations and Governance

- Serves as the primary liaison to advise the Board about organizational activities, opportunities, and financial status in a regular and timely manner.
- Collaborates closely with the Board to develop and implement the organization's

strategic goals.

- Assists with recruitment of a diverse board and coordinates and attends board meetings to share knowledge of the organization's status and upcoming goals.

Financial Management

- Develops and administers an annual budget to the Board of Directors.
- Directs all financial operations of the organization and monitors financial performance and cash flow.
- Ensures strong fiscal, ethical, and administrative controls are in place, including compliance with all applicable non-profit requirements.
- Communicates effectively and timely with the Finance Committee.

Community and Public Relations

- Serves as the public face of the organization, including media relations.
- Communicates closely with funding partners, community partners, coalitions, and contractors on key program activities. Develops and maintains partnership agreements and projects.
- Represents the organization at public events, conferences, and meetings.

Benefits

- This is a full-time, salaried position. Salary will be determined by qualifications and experience of candidate in the range of \$90,000 - \$110,000.
- KWA offers health insurance, an employer match on a 403(b) plan, and accrued PTO. The organization acknowledges 15 holidays each year.
- Full-time staff operate on a 32-hour work week - with Fridays off - with the understanding that select Fridays and weekend work may be required, up to or in addition to 40 hours.

Information/To Apply

Kentucky Waterways Alliance is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, marital status, sexual orientation, disability, or veteran status.

Candidates should submit a resume and cover letter to executivesearch@kwalliance.org.

Applications will be reviewed on a rolling basis starting on September 1, 2026, and accepted through September 25, 2026. Early application is encouraged.

No telephone calls.