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www.arundelrivers.org

Executive Director Opening at the Arundel Rivers Federation

The Arundel Rivers Federation is looking for a visionary, strategic and collaborative leader with a proven track record of forging lasting relationships with diverse stakeholders, experience managing an organization, and demonstrated fundraising skills. We seek a leader who can build on our success and expand our ability to positively impact all the communities located in our watersheds.

About Arundel Rivers Federation

The Arundel Rivers Federation works with our communities through science-based environmental restoration, advocacy, and public policy to preserve, protect and renew the South, West and Rhode Rivers and associated tributaries of the Chesapeake Bay. Our vision is clean, fishable, swimmable waterways for current and future generations. Our stream, wetlands and shoreline restoration projects create wildlife habitat, reduce flooding and help stop stormwater pollution. Arundel Rivers serves as the Riverkeeper for the South, West, and Rhode rivers and acts as the eyes, ears and voices for our local Rivers. The Federation is also committed to fostering, cultivating and preserving a culture of diversity, equity, inclusion and justice so that everyone in our community benefits from our actions to ensure a healthy and sustainable environment throughout the watersheds.

Arundel Rivers recently adopted a new strategic plan to preserve, protect and renew its waterways for 2022 and beyond.

Initiatives under the new strategic plan will:

- Expand programs and projects to more fully include southern Anne Arundel County
- Use scientific data to identify the best opportunities for improving waterways
- Expand Federation leadership as a valued partner among similarly committed watershed groups
- Build the organizational and financial capacity needed to fulfill the mission

The new plan builds on the Federation's proven track record of using science, restoration, and advocacy to be a catalyst for environmental change within our watersheds. To date, the Federation has installed more than 90 restoration projects that filter stormwater pouring off the region's suburbanized landscape.

Arundel Rivers Federation was created on January 2, 2019 and is the result of the consolidation of the the West and Rhode Riverkeeper, Inc and South River Federation. You can learn more about our work here: <https://arundelrivers.org>.

Executive Director Role and Qualifications

The Federation seeks an experienced and respected strategic leader committed to implementing the vision and mission of the organization. This is an external and visible role, and the Executive Director (ED) will contribute significantly to diversified fundraising efforts. Specific competencies include the following:

Strategic Leadership and Executing for Results

- The ED will be a strategic and visionary leader with a track record of effectively leading a multi-million dollar organization and able to scale performance and outcomes appropriate to both organization and staff.
- The ED will execute the new strategic plan and partner with the Board of Directors and staff to achieve the vision and strategy of the organization.

A Skilled Leader & Manager

- The ED will understand and implement best nonprofit management practices and planning, including compelling communication messages and effective marketing strategies. Excellence in organizational management with the ability to coach staff, manage and develop high performing teams.
- The ED will have management/profit and loss responsibility for all operations and systems.
- The ED will oversee programs and activities including: large scale stream and wetlands restoration, scientific analysis and research, the RiverKeeper, advocacy for river-friendly policies and legislation at the state and local levels, and engagement of volunteers with programs.
- The ED will have experience working closely with boards, staff, and other constituents to articulate and achieve ambitious goals in a fiscally responsible manner.
- The ED will have a bachelor's degree, non-profit work experience, and at least 5 years of management experience. Preferred candidates will hold an advanced degree in environmental science or a related field.
- The ED will have experience in applying and integrating the principles of inclusion, equity and justice into mission- specific organizational action, policy and culture.

Leading Through Influence and Building Relationships

- The ED will have the ability to connect and work collaboratively with stakeholders and to actively promote Arundel Rivers and engage others in a shared vision.
- The ED will have experience working with federal, state and county governments and legislative bodies on environmental matters.
- The ED will represent the Federation in business, government and civic arenas and is comfortable, credible and effective at conveying Arundel Rivers' mission and vision to a broad range of constituents.

A Passionate Ambassador and Fundraiser

- The ED will have demonstrated success with direct solicitation of major donors.
- The ED will build upon Arundel Rivers current funding base and revenue stream to increase and diversify financial support from foundations, corporations, and individuals.

Salary and Benefits:

- Salary range is \$110,000 - \$135,000 depending on experience, with a potential bonus based on performance.
- Employer contribution to health, dental, and vision benefits
- SIMPLE IRA with 3% employer match
- Paid holiday, sick, and annual leave

To Apply:

Please email a cover letter and resume to Arundelriversedpost@gmail.com with *your name* and "Executive Director Position" in the subject title. Please no phone calls.

Applications will be accepted until Friday, March 18, 2022

Arundel Rivers Federation is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and State laws, regulations, and executive orders regarding non-discrimination and affirmative action..