



## SHORERIVERS SEEKS MILES-WYE RIVERKEEPER

ShoreRivers seeks a Miles-Wye Riverkeeper to be the primary voice for the Miles and Wye Rivers and Eastern Bay on Maryland's Eastern Shore, working through the core strategies of advocacy, enforcement, outreach, and scientific water quality monitoring to achieve our vision of clean waterways. The most critical skills for this position are excellent writing and public speaking, the ability to energize and engage our community, and persistence in pursuing restoration and advocacy opportunities. This position offers a competitive benefits package and a salary range from \$50,000 to \$70,000, based on experience. Position begins as soon as possible.

The Miles-Wye Riverkeeper reports to the Director of the Riverkeeper Programs and works primarily out of the Easton office with a flexible schedule. This is a full-time position; the employee must be flexible to work weekends, evenings, and longer hours when necessary and to travel when necessary. The employee must live in, or be willing to relocate to, the communities where we work. The employee must be vaccinated against Covid-19 and provide a copy of his or her vaccination card.

To apply, send your resume, two references, and a one-page cover letter to Ann Frock, Office Manager, at [afrock@shorerivers.org](mailto:afrock@shorerivers.org) by Friday, October 21. In your cover letter, please describe an unexpected or unusual collaboration in which you took part, personally or professionally. Applicant names and the names of educational institutions will be redacted in the first round of reviews for equity purposes.

### SHORERIVERS

ShoreRivers seeks to protect and restore Eastern Shore waterways through science-based advocacy, restoration, and education. We have a dedicated staff of Riverkeepers, educators, scientists, restoration specialists, and advocates focused on policies and projects that will improve the health of our rivers. Our staff are a strong, collective voice for Eastern Shore waterways.

The Riverkeeper 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. Our Riverkeepers are full-time employees of ShoreRivers who are independently licensed by the Waterkeeper Alliance.

ShoreRivers believes that diversity, equity, inclusion, and justice in our staff, board, supporters, and programs is critical to achieving our mission of clean water. We believe that access to waterways fuels environmental stewardship; inclusion of diverse communities is essential to long term success; and diverse representation in our membership, staff, and board makes us stronger.

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Easton, MD 21601  
443.385.0511

**Regional Office**  
111A North Main St.  
Galena, MD 21635  
410.810.7556

[shorerivers.org](http://shorerivers.org)

**Regional Office**  
207 S. Water St.  
Unit B  
Chestertown, MD 21620  
410.810.7556

## RIVERKEEPER RESPONSIBILITIES

### ADVOCACY AND ENFORCEMENT

- Be the lead advocate for the Miles and Wye Rivers and Eastern Bay by building and maintaining relationships with local elected officials and government staff, representing ShoreRivers at meetings and hearings, and participating in the Maryland General Assembly as the non-partisan voice for the river.
- Patrol and monitor the river and land to assess threats to water quality, record and respond to citizen pollution reports, and document and report potential pollution issues. Take action to ensure observed pollution issues are remediated appropriately; this includes taking enforcement and legal action when necessary.
- Proactively identify emerging developments, regulations, rules, plans, and trends that may affect water quality in the river and respond appropriately. This includes participating in the decision-making process to establish regulations and plans.
- Proactively monitor point source pollution permits and participate in the decision-making process establishing or re-issuing such permits.
- Participate in Waterkeepers Alliance and Waterkeepers Chesapeake.

### WATER QUALITY MONITORING

- Operate and maintain the Miles-Wye Riverkeeper boat, including for water quality monitoring, pollution source monitoring, responding to citizen alerts, and hosting partners.
- Manage both the tidal water quality monitoring program and the bacteria monitoring program for the watershed, including the equipment, volunteers, protocols, and data.
- Conduct additional testing and analysis as needed to respond to citizen reports, identify potential pollution hotspots, and to target subsequent restoration and outreach efforts.
- Analyze and communicate water quality data to diverse, new, and established communities.

### OUTREACH AND RESTORATION

- Proactively engage with our communities to provide education and outreach on water quality issues and to encourage adoption of best practices.
- Apply for and manage grants for restoration and outreach initiatives, including identifying funding sources; developing potential projects and partnerships; writing proposals; and managing grant budgets, hours, and reporting requirements.
- Manage ongoing programs and volunteer groups to implement our mission, including SAV and oyster restoration, tree planting, trash cleanups, bacteria monitoring, and others.
- Manage the Miles-Wye Watershed Advisory Board.
- Develop effective working relationships with media, regulatory agencies, and governing bodies to raise awareness and facilitate the protection and restoration of the river.
- Attend and present at conferences and trainings as a way to broadcast our skill sets, accomplishments, and innovative strategies for watershed protection and restoration.



## POSITION REQUIREMENTS AND QUALIFICATIONS

The employee must have a commitment to environmental protection and to ShoreRivers' mission.

### EXPERIENCE & EDUCATION

- Bachelor's degree, with a focus on environment, science, or policy preferred.
- 5+ year's work experience in a relevant field, with Chesapeake Bay-related work experience strongly preferred.
- Demonstrated experience with grant and program management including grant-writing, organizational skills, budgeting, and coordination.
- An understanding of aquatic ecosystems, watershed issues, regulatory issues, and the local factors that influence water quality on the Eastern Shore of Maryland.
- Familiarity with environmental law and policy, especially relating to water quality in Maryland and the Chesapeake Bay.

### SKILLS & ABILITIES

- Excellent written and oral communication skills.
- Demonstrated ability to speak confidently in a public forum.
- Critical thinking, analysis, and problem solving skills.
- Ability to be diplomatic in adversarial situations.
- Ability to work independently and to manage others.
- Ability to work as a team player and collaborate effectively.
- Experience and familiarity with boats.
- Experience with water quality testing techniques, protocols, and equipment is a benefit.
- Proficient in Microsoft Office.

ShoreRivers believes that swimmable, fishable, clean, and safe rivers are for everyone in our communities. We are an equal opportunity employer and welcome all applicants. This position uses a wide variety of skills; we encourage you to apply if you think you would be a good fit, even if you don't meet 100% of the qualifications.

## WORKING AT SHORERIVERS

ShoreRivers offers an energetic and fast-paced work environment with bright, fun coworkers. We cultivate a supportive, regenerative work culture where hard work, innovation, and collaboration are valued; time off and balance are elevated; and teambuilding and professional development are priorities.

### BENEFITS

- Medical coverage, with 100% of premiums for the employee covered by ShoreRivers.
- Retirement plan, with ShoreRivers matching up to 3% of an employee's salary.



- 15 paid days off during first two years of employment; 25 paid days off for employment over two years.
- 11 paid holidays, plus the week off between Christmas Eve and New Year's Day. (17 paid holidays total.)
- 5 weeks paid parental leave; option to add 7 weeks unpaid.
- Flexible work schedule and professional development opportunities.

