

**Waterkeepers Chesapeake**  
**Director of Advocacy & Member Support**  
**Job Announcement**

Waterkeepers Chesapeake (WKC) seeks an experienced policy advocate with a passion for coalition building to support action plans centered on protecting communities and local waterways from pollution. The Director of Advocacy & Member Support develops and implements state and regional campaigns that include legal and policy strategies to secure swimmable, fishable, and drinkable waters throughout the region. The position supports the 17 Waterkeepers of the Chesapeake and Coastal Bays in leveraging their power to achieve collective impact in the fight for clean water that protects communities, rivers, and streams. We seek an experienced candidate who values environmental protection, and who is committed to centering racial justice at the intersection of water protection, access, and equity. The position reports to the Executive Director and works in close collaboration with WKC staff, Waterkeeper members, and partners.

Responsibilities include:

**Advocacy & Policy (50%)**

- Craft, plan and implement multifaceted advocacy campaigns for and in collaboration with the Waterkeeper members, including research, outreach, and advocacy.
- Assist Waterkeeper members in articulating and harnessing their collective power in legislative and policy outreach.
- Represent and assist Waterkeeper members in advocacy arenas and coalitions.
- Manage WKC's legal actions, including the relicensing of the Conowingo Dam.
- Cultivate relationships with lawmakers and agency representatives and facilitate meetings with them and Waterkeepers to further policy objectives.
- Oversee legislator education and legal teams.
- Manage interns and volunteers, as needed.
- Support the team/campaign work with other tasks as needed.

**Member Support (35%)**

- Provide member services and support to Waterkeepers within our coalition, including representation in front of legislators, setting up joint meetings with decision-makers, drafting testimony and comment letters.
- Facilitate regular membership calls and provide important updates to membership.
- Organize monthly Waterkeeper meetings for training and deep-dives into issues.
- Assist in organizing annual WKC member retreats for the membership, including planning training workshops.
- Work with Waterkeeper members to facilitate communication, resource and information sharing.

- Work with Waterkeeper members to strengthen them internally and assist them in achieving their missions and upholding the Waterkeeper Quality Standards.

### **Communications (10%)**

- Work with staff and interns to create advocacy and messaging content to promote campaign initiatives and raise awareness.
- Produce press releases, blogs, briefings, reports, memos, letters, public comments, and other communications deliverables.
- Participate in the development of communications strategies and plans for campaigns.

### **Administrative & Fundraising (5%)**

- Participate in the drafting of the annual budget.
- Assist in strategic planning processes.
- Provide program and policy updates to the board of directors.
- Assist Executive Director and Grants & Program Manager with outreach to funders and contribute to grant proposals and reports as needed.
- Assist in the tracking and monitoring of restricted grant deliverables and expenditures on campaigns and programs.

### **Essential Expertise and Qualifications**

- Proven campaign leadership abilities, including demonstrated ability to craft and implement multi-part, strategic, and creative campaigns from start to finish in a mission-driven working environment.
- Experience working on the Chesapeake Bay watershed's conservation issues—including agricultural runoff, stormwater runoff, wastewater treatment, toxic contaminants, development, climate change, environmental justice—and an understanding of relevant laws, regulations, and policies.
- Experience with environmental enforcement actions within the Chesapeake Bay region.
- Deep experience and excellent judgment with policy-making systems, how to influence them, how to navigate political sensitivities, and how to lobby in Bay states.
- Existing relationships with state legislators and federal and state officials—particularly in EPA Region 3 and state environmental agencies—and ability to expand relationships.
- Significant, existing relationships within the regional nonprofit advocacy community and other stakeholder groups and ability to expand those connections.
- Excellent interpersonal and communication skills, including researching, writing, public speaking, and excellent listening skills.
- High level of professionalism, self-motivation, and team orientation.
- Strong time-management and organizational skills with an attention to detail, high standards, and ability to multitask.
- Ability to work independently, including proactively identifying and solving problems.

- Four-year degree (graduate or law degree preferred) in relevant field or commensurate work experience.
- Minimum of five years (seven preferred) of demonstrated, successful, and related policy and/or lobbying work experience.

### **Commitment to Inclusion, Racial Justice and Anti-oppression**

WKC strives to integrate values of equity, fairness, inclusiveness, transparency, and accountability into our work, which includes reflecting our commitment to racial justice in our programmatic work and our organizational structure and values. We are seeking candidates who have a commitment to engage in this ongoing process and work with us to create an inclusive work environment and world.

### **How to apply & job details**

Statistics show that women and people of underrepresented groups are more likely to apply to jobs only when they meet 100% of the job qualifications. We encourage individuals to break those statistics. No candidate ever meets 100% of the requested qualifications. We look forward to your application. Waterkeepers Chesapeake is an equal opportunity employer.

The location of the position is flexible within the Washington, DC metro area, but must be convenient to routine travel to Annapolis and Richmond when the legislatures are in session. We are a primarily remote workplace and our office is located in Silver Spring, MD. The position is full-time, with an expectation of 15-25% in the legislatures or office, and requires occasional evening and weekend hours.

Salary range is \$75,000 – \$80,500 depending on experience. Some flexibility may be negotiable for more senior candidates, such as reduced hours Apr-Dec (outside of the legislative session). WKC values employee development. Position includes a benefits package designed for your well-being and a healthy work-life balance including: health insurance, retirement benefit, generous vacation and time off, and flexible work arrangements. Position is open until filled, with an ideal start date of April 15.

Please submit a resume, and cover letter indicating your specific interest in this position. Send to [info@waterkeeperschesapeake.org](mailto:info@waterkeeperschesapeake.org) with subject line: YOUR LAST NAME: Director of Advocacy & Member Support application. Resumes without a cover letter will not be considered. Applications should include 2-4 writing examples such as testimony, comment letter, op ed or campaign plan.

Applications will be accepted until we hire, but we strongly encourage interested individuals to submit their applications as soon as possible. Interviews will be set up on a rolling basis. Application deadline March 9, 2024