



Position Announcement: Executive Director

Salary Range: \$115,000 - \$130,000 - plus benefits

ABOUT FRESHWATER SOCIETY

The mission of Freshwater is to inspire and empower people to value and preserve our freshwater resources. Since 1968, Freshwater has been a leading public nonprofit organization dedicated to preserving freshwater resources and their surrounding watersheds.

We recognize the vital role of freshwater to all living things and the impending crisis in the quantity and quality of accessible freshwater. We dedicate our experience and resources to activities that lead to understanding, protection, enhancement, and restoration of freshwater resources. We invite the participation and support of individuals, associations, business and industry, institutions, educators, and government in these activities.

Freshwater currently has a staff of 11, an annual budget of \$1,300,000 and a Board of individuals grounded in Minnesota's water systems. The challenges facing our water systems are large, and we are a small nonprofit. To be successful in addressing the growing challenge, Freshwater will continue to focus our resources and efforts on projects that make a broader impact and engage with more people and stakeholders. Learn more at www.freshwater.org

POSITION OVERVIEW

The Executive Director leads and inspires Freshwater staff, Board, and stakeholders to advance our mission. The Executive Director will ensure that the organization focuses our resources on impactful work that fulfills our mission. The E.D. will manage our financial and human resources to maximize our impact and currently has two direct reports.

PRIMARY AREAS OF RESPONSIBILITY

Strategy & Leadership – Build and maintain organizational cohesion and excitement around the strategic direction to guide the work in the long-term and in the day-to-day implementation of programming; support and lead the organization's DEI work.

Management and Operations – Ensure programs and staff are integrated and align with the strategic direction; create and sustain a healthy and equitable work environment that maximizes our limited resources and is based in our values; guide internal systems and processes that operate effectively and efficiently; seek opportunities to grow professionally and encourage professional development of staff.

Development & External Relations – Serve as a primary face and voice of Freshwater to increase our impact and visibility; create and lead fundraising efforts to increase and diversify our revenue generation; develop and implement communications goals; develop new, and strengthen existing, stakeholder and donor relationships.

Board Governance and Financial Oversight – Advise and provide information and insights to the Board of Directors to engage them and support strong governance and financial oversight; ensure support for Board and committees to advance organizational goals; create and monitor the annual budget; ensure legal and financial compliance.

Programming – In collaboration with staff, provide informed and creative leadership to prioritize and achieve programmatic goals; lead organizational decision-making and strategic response to organizational and sector challenges.

Policy – In collaboration with staff, provide leadership to advance Freshwater’s policy and legislative goals; lead organizational decision-making and strategic response to emerging legislative and policy issues.

QUALIFICATIONS

The ideal candidate will bring a comprehensive understanding of Minnesota’s freshwater resources and the current and future challenges facing the state, coupled with management and leadership experience to guide and support teams and partnerships to accomplish goals. Qualifications include:

- Knowledge and understanding of Minnesota’s freshwater resources, water systems and regulatory framework
- Proven programmatic and staff leadership and management experience
- Ability to engage and lead a diverse group of board and staff around common goals and strategies
- Experience developing a strategic plan and annual implementation plans
- Awareness of fund development and revenue generation in the nonprofit environment
- Understanding and experience in motivating individuals, communities and stakeholders to take action; experience leading and participating in multi-system partnerships
- Experience providing executive level financial budgeting, management and reporting
- Experience supporting a Board of Directors or advisory group
- Strong written and verbal communication skills, with the ability to inspire others
- An understanding of policy and advocacy strategies and work
- Experience in the non-profit sector

HOW TO APPLY

The position will remain open until filled, with the **first screening of candidates on or about March 27, 2023**. To be considered, send a cover letter and resume as one .pdf document to hannah@mightyconsulting.org .

Feel free to contact Roger Meyer at roger@mightyconsulting.org with questions or to learn more.

Freshwater Society is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.