JOB OPPORTUNITY

BE A KEEPER.
MAKE A DIFFERENCE.

SPOKANE RIVERKEEPER®
It's Your River, We Protect It.
ORGANIZATION: Spokane Riverkeeper

LOCATION: Spokane, WA

JOB TYPE: Average 40 hours per week, flexible work environment

ORGANIZATIONAL OVERVIEW

OUR MISSION: To protect and restore the health of the Spokane River watershed and to defend the access and opportunity for individuals and communities to the benefits of a clean and healthy Spokane River.

OUR VISION: Is a Spokane River that is clean, has healthy ecosystems and aquatic communities, is safe from sources of pollution—and is accessible by and connected to—the entire community for respectful use. We envision a world where every individual and every community can enjoy clean water, clean fish and healthy recreation—regardless of economic status, skin color, ethnicity, or political connection.

OUR GEOGRAPHY: The Spokane River Watershed from Lake Coeur d’Alene to confluence of the Columbia River. This includes all the tributaries of the River in the Basin.

OUR TOOLS: We use education, advocacy, science, collaboration and litigation as needed to protect our Spokane River and our communities.

WHY US? We are an organization in Eastern Washington that advocates for the Rivers of the Spokane Basin, but we also collaborate and participate with coalitions across the state to advocate for clean water in all of Washington state. We draw our inspiration from the Spokane River as River Protectors, River Fanatics, and fun-loving Riverkeepers. We set our goals and refine our vision by listening to the community, listening to the river and tapping into our river experience.

We are an organization that walks our talk.
POSITION DESCRIPTION & QUALIFICATIONS

Spokane Riverkeeper (SRK) seeks a mission-driven leader who can help shape our vision of a powerful and inclusive movement in the Spokane River Watershed to create a lasting impact on the political and social processes to protect and restore the health of the river. SRK seeks to fill a role that would at once be the Executive Director (ED) and the Riverkeeper. This position would both fill these roles, responsibilities, and be occupied by 25% ED duties and 75% Riverkeeper duties. They will work under the title of Riverkeeper and will demonstrate the values of collaboration, bring the passion, skills, and enthusiasm needed to lead our four person (and growing) team and work with and support community members and partners in protecting the Spokane River. This position reports to SRK’s Board of Directors.

WHO WE ARE

Spokane Riverkeeper fights for clean water, and broader community access to a healthy river and a healthy environment as we protect communities and rivers for future generations.

The Riverkeeper/ED plays a pivotal role in forging new and important partnerships in the broader community, including within the funding community, representing our coalition’s vision, values, and strategies effectively. Additionally, the Riverkeeper/ED executes an important role of the Clean Water Defense Program to include executing legal strategies and tactics that effectively shut down pollution and simultaneously provide a strong community presence of accountability to corporate and other types of polluters.

We seek an experienced candidate who values environmental protection, and who is committed to centering environmental justice at the intersection of water protection, access, and equity.

RIVERKEEPER/ED HAS THE FOLLOWING KEY LEADERSHIP QUALITIES:

- An intrinsic commitment to coalition building and supporting a collective action to include executing legal strategies and tactics that effectively shut down pollution and simultaneously provide a strong community presence that encourages accountability to corporate (and other types of) polluters
- Equity-focused: ensures strategies produce equitable outcomes, and ensure equitable membership, engagement, and participation in Board of Directors, staff and programs
- Political savvy: has deep understanding of policy-making systems, interests of various stakeholders and how to represent and/or influence them
- Holds self, organization, and the community accountable to the laws that protect water, the values of healthy ecosystems, clean water, inclusion and access for all people and creatures to water
- Ability and enthusiasm to stand up and speak up as to the mission and hold the values of the community and organization to the centers of power
- Possesses a high degree of emotional intelligence, and compassion in addition to intrinsic, personal motivation, accountability, and self-responsibility
- Inclusive culture builder: effective communicator and trusted facilitator who engages, motivates, celebrates, and resolves differences and conflicts among diverse partners
- Able to facilitate teamwork respectfully while providing autonomy and building trust in the workplace through effective delegation and communication
KEY RIVERKEEPER/ED RESPONSIBILITIES:

LEADERSHIP & MANAGEMENT

- Cultivate and implement a shared organizational vision and mission among the Board of Directors, staff, volunteers and supporters (constituents)
- As the key spokesperson for SRK, elevate our vision and mission to inspire and engage Board members, staff and other stakeholders; and raise SRK’s profile through relationships with supporters, other nonprofits, federal, state, local, and Tribal government agencies, community leaders, foundations, donors, and businesses
- Work with the Board and staff to develop, review and implement SRK’s Strategic Plan and annual work plans.
- Help build new visions of being in right-relation with our watershed
- Build the organizational profile with the public in 2023 and beyond
- Ensure the development and implementation of strategies necessary to maintain a collaborative, sustainable, inclusive and supportive environment for staff
- Oversee communication strategies to inform government officials, organizations, the media, and the public about SRK initiatives, and to amplify the broader Waterkeeper Alliance collective impact

ADVOCACY & PROGRAM OVERSIGHT

- Implement strategies to protect rivers, streams and local communities from pollution
- Serve as an ambassador to connect communities to the Spokane River
- Innovate methods of holding polluters and associated centers of power accountable for their actions
- Direct a legal team in holding agencies and polluters accountable to public values of clean water
- Oversee the development and implementation of annual legislative and advocacy agendas
- Work with the Program Director to ensure effective administration of all programs and establish and track key metrics to monitor progress against goals and achievement of results while building effective programs that project the Waterkeeper movement and serve to connect the community to the Spokane River and the Spokane Riverkeeper organization
- Assist staff to strengthen their programs and uphold the Waterkeeper Alliance Quality Standards and other licensing requirements

FUNDRAISING, RESOURCE DEVELOPMENT & FISCAL OVERSIGHT

- Work with the SRK team to ensure that SRK has the financial resources to advance its mission and goals through cultivation of legacy and new funding sources, timely foundation grant applications and reports, individual donor stewardship, annual fundraising events, and other creative fundraising activities
- Build partnerships to leverage resources and expertise in support of SRK’s mission and work
- Work with the Managing Director (MD) to prepare the annual budget, monitor financial management, fiscal sponsorships, and support the MD as they provide regular, accurate reporting to the Board
EXTERNAL AFFAIRS & RELATIONSHIPS

• Actively partner with and seek collaborative coalitions with organizations and alliances with similar or complementary strategic goals, in service of SRK’s mission
• Specifically maintain and further build partnerships and networks inside the Upper Columbia Plateau Tribal Nations to include Tribal staff, Tribal Council, Tribal associations and individual members and advocates
• Provide policy and strategic leadership to help collaborative efforts succeed in protecting the local waterways of the Spokane River Watershed
• Strategically reach out to new communities and organizations to build a coordinated, grassroots movement for protecting the regional waterways from pollution and advancing environmental and climate equity and justice

REQUIRED EXPERIENCE AND CORE COMPETENCIES

• Passion for SRK’s mission
• Very strong and effective oral and written communication skills
• Highly enthusiastic with proven ability to inspire, articulate vision, and spark engagement and enthusiasm in others
• Demonstrated leadership and effective staff and program management skills, including: experience managing organizational change; strong financial planning skills; ability to retain, motivate and attract strong and creative staff; experience in strategy as well as execution of programs to meet goals; demonstrated ability to work effectively with a leadership team
• Demonstrated ability to establish and manage relationships with major individual and institutional donors, Tribal staff and officials, nonprofit organizations and alliances, government agencies, the media, and volunteers for the benefit and support of SRK’s mission
• Personal and professional understanding of how diversity, inclusion, and justice play a central role in both advancing equity within an organization and in creating a more just and inclusive environmental movement.
• High degree of intrinsic, personal motivation, accountability and self responsibility

PREFERRED QUALIFICATIONS

• Ability to read moving water and/or white water, drive, load and unload a boat onto a trailer as well as back a trailer and row a boat
• A background in water quality law and policy including familiarity with the Clean Water Act and the Washington Water Pollution Control Act
• Working knowledge of waterkeeping methods
• Five years of relevant nonprofit leadership experience, and a degree in a field related to SRK’s mission and vision. Experience in coalitions and with the Waterkeeper movement
• Demonstrated nonprofit fundraising success
HOW TO APPLY & JOB DETAILS

The Spokane Riverkeeper office is located in downtown Spokane, WA. We are a hybrid workplace with all staff reporting to the office on a determined weekly schedule.

SRK values employee growth and advancement and makes opportunities for these even with our small size. Position includes a benefits package designed for your well-being and a healthy work-life balance.

Specifics include:

- Compensation: $65,000 starting with annual evaluations
- Health Insurance/Stipend
- Retirement benefits/Simple IRA
- Generous vacation and time off including 20 paid vacation days and all federal holidays
- Paid parental leave
- Work from home opportunities
- A healthy work-life balance to all members of our team
- Flexible weekly work hours
- The opportunity to be directly on the water to learn about, experience and enjoy the beautiful, historic, Spokane River

The position is available immediately with an effective start date of Oct 1, 2023 or sooner.

- Please submit a resume and cover letter indicating your specific interest in this position
- In addition, please submit a writing sample and additional materials such as published work

Send all application materials to: jobs@spokaneriverkeeper.org with the subject line: LAST NAME: Executive Director application

Or, complete the online job application and upload supporting documents at apply.spokaneriverkeeper.org

Resumes without a cover letter will not be considered.

Applications will be accepted until we hire, but we strongly encourage interested individuals to submit their applications as soon as possible as we will be scheduling interviews on a rolling basis after August 4th.

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.

Spokane Riverkeeper is an equal opportunity employer.

Women and people of color are encouraged to apply.
ABOUT SPOKANE

Spokane means “Children of the Sun” and is the largest city in Eastern Washington. While Spokane offers big amenities, it still has a small town feel. Downtown is lively and walkable, packed with tasty eateries, quirky coffee shops, and hip pubs. The majestic Spokane River carves right through city center and you can feel the mist from one of the three waterfalls while strolling through Riverfront Park.

Expect four seasons, sure to delight any nature lover. Drive in any direction and you will find adventure. Our community is known for exceptional biking and hiking trails, mountains and lakes, and easy access to wilderness any outdoor enthusiast will enjoy! Housing is affordable and the city is full of charming neighborhoods that each offer something unique. A flourishing art scene and array of community events year round are noteworthy! Spokane is a true gem.

OUR CULTURE

Our staff are the heart of our mission. We are committed to pursuing the principles of Justice, Equity, Diversity, and Inclusion (JEDI) as we move forward to a more equal and empowering future as an organization. We want our work to be accessible to all and to create and sustain a workforce that reflects all of the diverse communities of the Inland Northwest region that we strive to protect in our fight for clean water. We encourage applicants from diverse backgrounds to apply to join our Team!

We let a river shower its banks with a spirit that invades the people living there, and we protect that river, knowing that without its blessings the people have no source of soul.

— (Thomas Moore, The Re-Enchantment of Everyday Life)