



## **Director of Strategic Partnerships**

### **Position Description**

We are looking for a passionate and entrepreneurial expert “people person”, serving mainly as a facilitator for collaborative implementation of clean water projects. Work will be done at a watershed scale in Lancaster County, PA with a focus on specific catchment areas, closely aligning municipal partners to go above and beyond required practices for nutrient and sediment reductions. With an emphasis on supporting unique stormwater needs, the position will build and strengthen relationships that will accomplish the Common Agenda and lead to more efficient implementation of Lancaster County’s Countywide Action Plan (CAP). The Director will help foster a culture of innovation and collaboration, which will ultimately drive growth and success in the collective efforts towards clean water locally and downstream. They will also serve as the key leader who can expand the community’s capacity to accomplish collaborative projects that integrate expertise from partners such as engineering firms, municipalities, and watershed associations.

### **Job Duties And Responsibilities**

- Create the environment for collaboration between partners to include trust, technical capacity, and opportunities for more interaction that results in fast paced implementation
- Maintain an understanding of current water quality project implementation challenges and work with partner organizations and the Action Teams to develop comprehensive solutions
- Strategize and engage new organizations while maintaining close, professional relationships with existing partners; ensure consistent communication with all partners
- Work closely with the Project and Grants Coordinator to use the stream delisting strategy to determine where contiguous landowners share a mutual interest in clean water projects and determine appropriate action steps for each
- Work with key partners to advance stormwater BMP implementation in opportunity areas to create larger projects above and beyond MS4 permit requirements.
- Serve as the lead for the Crescendo in Collaboration grant, which includes a multi-sector leadership team
- Serve on the leadership team for a USDA Climate Smart Commodities grant
- Assist CAP Coordinator with metrics to increase verification and tracking of work done and work planned for management of Lancaster’s CAP; utilize the data to identify BMPs in CAP that need attention

- Engage, guide and support partner organizations in aligning their work with the Common Agenda and increase the “value adds” of using the collaborative approach to work
- Measure and monitor the Partners’ overall impact on partner organizations’ capacity. Evaluate success based on goals, results, and indicators.
- Present the Partners’ successes at multiple and diverse events
- Participate in partner organization committees when needed

### **Required Qualifications**

- Strong leader who naturally earns the respect of local municipal staff and partner organizations, policymakers, agencies, and funders
- A strategic & visionary thinker who operates with a bias towards action
- Understanding of water quality issues, specifically as they relate to sediment, nitrogen, & phosphorus pollution that affect south central PA and Lancaster County
- Has the ability to make independent decisions, follow instructions, and to accept constructive criticism.
- Facilitate meetings with a diverse set of high profile stakeholders.
- Working knowledge of both agricultural and stormwater restoration practices and best management practice design
- Ability to communicate effectively to a wide-variety of audiences including landowners, contractors, partner organizations, and a financial team - interpersonal skills, with the ability to build authentic relationships with a diverse set of high profile stakeholders
- Proven ability to conceive and execute programs with clear objectives, benchmarks, and deliverables
- Experience with federal and state environmental restoration funding programs
- Strong computer skills, in particular, working knowledge of Microsoft Office and Google Suite, ArcGIS (and or comparable mapping platforms such as CSDatum, Field Doc, etc)
- A valid driver's license is required since this position requires travel and in-person meetings with partner organizations.
- A minimum of 5 years of local Lancaster or PA conservation work and/or on-the-ground restoration experience coordinating with multiple conservation organizations and maintaining continued communication.
- B.A., B.S., or Master degrees preferred or professional experience in a related field
- Lancaster Clean Water Partners is a fast-paced environment where self-initiative, collaboration, and teamwork are all valued and expected.

We recognize that people come with a wealth of experience and talent beyond just the technical requirements of a job. Our job descriptions are guidelines, not hard and fast rules. Your experience, which may include paid and unpaid experience, including volunteer work,

helps build the competencies and knowledge that translates to success in a position. Diversity of experience and skills combined with passion is a key to innovation and a culture of excellence. We encourage people from all backgrounds to apply.

### **Applications**

Applications will be reviewed on a rolling basis. **Candidates should submit a cover letter and resume** to [agibson@lancastercleanwaterpartners.com](mailto:agibson@lancastercleanwaterpartners.com).

### **Salary and Benefits**

This is a full-time position expected to work 40 hours per week. The position will be physically located in the Lancaster County Conservation District office at the Farm and Home Center in Lancaster, PA, and offers a hybrid work schedule. The position is grant-funded.

Salary: \$75,000 + benefits package

The Partners offer competitive compensation and benefits as well as a flexible work environment; diverse candidates are encouraged to apply. The Lancaster Clean Water Partners and the Lancaster County Conservation District are proud to be an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

### **Organizational Overview**

The Partners is a countywide, collaborative partnership of more than forty partner organizations that come together with a shared vision of clean and clear water in Lancaster by 2040. The Partners' mission is to rapidly accelerate and expand the ability of the partner organizations to restore and sustain healthy Lancaster County waterways. The multi-sector collaboration of this group is essential to accomplishing goals and requires intentional outreach, strategic and strong partnerships, as well as transparency and inclusive practices.

The Lancaster Clean Water Partners is a program of the Conservation Foundation of Lancaster County (CFLC), an independent 501(c)(3) organization whose mission is to promote, support, and sustain the stewardship, education and conservation activities undertaken by the Lancaster County Conservation District and other local partners. The person filling this position will be an employee of the Lancaster County Conservation District but will focus completely on the work of the Lancaster Clean Water Partners.