



## Director of Programs and Partners

The Lancaster Clean Water Partners (Partners) is a countywide collaborative of more than seventy partner organizations that come together with a shared vision of **clean and clear water in Lancaster by 2040**. The Partners's mission is to collaborate, accelerate, and expand efforts to restore and sustain healthy waterways in Lancaster County. 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.

### Position summary

The Director is a passionate and entrepreneurial conservation leader, serving mainly as a facilitator for collaborative implementation of clean water projects. They will lead programs and projects done at a watershed scale in Lancaster, PA with a focus on specific catchment areas that integrate expertise from partners such as engineering firms, municipalities, and watershed associations. The Director is critical to successful completion of conservation goals, which require expertise and care to build and strengthen relationships to accomplish the Common Agenda. The Director will help foster a culture of innovation, which will ultimately drive growth and success in the collective efforts towards clean water locally and downstream. The Director is a skilled project manager and can work with diverse stakeholders, and can effectively manage a dynamic, high-performing team by setting objectives and measuring performance. The Director is committed to the mission and is self-motivated, emotionally intelligent, can work independently, and can communicate complex information in concise and effective ways.

This position will supervise a Project Coordinator. The Director works with the Executive Director and other senior team members on strategic direction, organizational culture, and programmatic connections to policy, communications, outreach and fundraising.

Program leadership includes:

- Action Teams
- Advocacy
- Project implementation at a watershed scale, especially in select catchment areas
- Watershed Leadership Academy
  
- Programs with key elements shared by the Director of Collaborative Funding
  - Stream delisting strategy work housed within National Fish and Wildlife Foundation projects, Growing Greener Watershed Renaissance Initiative, etc
  - Partner engagement and metrics
  - Countywide Action Plan (CAP)
  - Internal and external trainings

### **Key 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 wins and challenges in order to best lead the Action Teams to develop comprehensive solutions
- Serve as a key member of the organization's leadership team, working to demonstrate the value and impact of this role to secure future support.
- Engage, guide, and support partner organizations to align their work to implement the Common Agenda and increase the "value adds" of using the collaborative approach to all work
- Strategize and engage new organizations while maintaining close, professional relationships with existing partners; ensure consistent communication with all partners
- Lead the stream delisting strategy: work closely with the Project 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
- Serve as a leader for the CAP work
- Oversee the success of the Watershed Leadership Academy program
- Ensure the Partners measure and monitor the overall impact on partner organizations' capacity. Evaluate success based on goals, results, and indicators.
- Present the Partners at multiple and diverse events including conferences, semi-annual network meetings, state and federal agency webinars
- Grant writing and reporting as needed
- Participate in partner organization committees when invited

### **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
- Ability to conceive and execute programs with clear objectives and deliverables
- Experience with federal and state environmental restoration funding programs
- Strong computer skills and working knowledge of Microsoft Office and Google Suite
- A valid driver's license is required since this position requires travel and in-person meetings with partner organizations.

- A minimum of 4-5 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

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 are due September 19th. **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 Partners team is physically based in the Lancaster County Conservation District office at the Farm and Home Center in Lancaster, PA, and this position will use a hybrid work schedule. The position is grant-funded but intended to exist beyond the life of the current grants if possible. The organization has a strong commitment to sustaining this role.

Salary Range: \$70,000 - \$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**

Through a collaborative arrangement for efficient operations and network support, the Lancaster Clean Water Partners has a service agreement with the Lancaster County Conservation District for employment and operations. The person filling this position will be an employee of the Lancaster County Conservation District for HR, payroll, and other services, but will focus completely on the work of the Lancaster Clean Water Partners.