



Posted May 1, 2024

Job Title: Executive Director

Organization: Susitna River Coalition

About Susitna River Coalition:

The Susitna River Coalition is a non-profit organization dedicated to the protection, conservation, and sustainable management of the Susitna River and its surrounding ecosystems. We are committed to fostering partnerships, advocating for policies that promote environmental stewardship, and engaging in community outreach and education to ensure the long-term health and vitality of the Susitna River watershed.

Position Summary:

The Executive Director of the Susitna River Coalition will provide visionary leadership and strategic direction to advance the organization's mission and goals, including the critical objective of stopping the construction of the Susitna-Watana Dam and establishing long-term protections for the Susitna River watershed. We continue to be a watchdog on issues affecting the watershed such as the West Su Industrial Access road.

The ideal candidate will possess a background in some or most of these fields; oversee all aspects of organizational operations, including program development and implementation, fundraising, financial management, staff supervision, and external relations. We seek a dynamic leader with a passion for environmental conservation, a deep understanding of the Susitna River watershed, and a proven track record of successful nonprofit management, especially in campaigns against large-scale environmental threats and in establishing enduring protections for natural resources.

Key Responsibilities:

1. Leadership and Strategic Planning:

- Provide strategic direction and leadership to achieve the organization's mission and objectives, primarily focusing on stopping the construction of the Susitna-Watana Dam and establishing long-term protections for the Susitna River watershed.
- Develop and implement long-term strategic plans in collaboration with the Board of Directors and staff, emphasizing strategies and tactics to effectively oppose the dam and implement measures to safeguard the Susitna River watershed for future generations.

2. Program Development and Management:

- Oversee the development, implementation, and evaluation of programs and initiatives that directly contribute to the organization's mission, including campaigns, advocacy efforts, community engagement, and educational activities aimed at providing lasting protections for the Susitna River watershed.
- Ensure that program activities are effectively managed, monitored, and evaluated for impact and effectiveness in preventing irreversible harm to the Susitna River ecosystem and implementing measures to safeguard its long-term health and vitality.

3. Staff Supervision and Development:

- Provide leadership, guidance, and support to staff members to ensure high performance, professional development, and job satisfaction, with a focus on building a strong and cohesive team.
- Foster a collaborative and inclusive work environment that values diversity, equity, and inclusion, reflecting the diverse perspectives and voices of the communities in the Susitna River watershed.
- Conduct regular performance evaluations and provide constructive feedback to staff members to promote their growth and development as effective advocates and campaigners for the long-term protection of the Susitna River watershed.

4. External Relations and Advocacy:

- Serve as the primary spokesperson and representative of the organization to external stakeholders, including government agencies, elected officials, community organizations, and the media.
- Build and maintain strategic partnerships and coalitions with other organizations and stakeholders opposed to the dam's construction and committed to protecting the Susitna River watershed, leveraging collective resources and expertise to strengthen the campaign against the project and implement measures to safeguard the watershed in the long term.
- Advocate for policies and regulations that will safeguard the Susitna River watershed, ensuring that the voices and concerns of affected communities are heard and respected in decision-making processes at the local, regional, and state levels.

5. Fundraising and Financial Management:

- Develop and execute comprehensive fundraising strategies to secure financial support from individual donors, foundations, corporations, and government agencies, with a particular emphasis on funding initiatives that support the organization's efforts to stop the Susitna-Watana Dam and establish long-term protections for the Susitna River watershed.
- Cultivate and steward relationships with donors and funding partners to maintain and enhance support for the organization's campaigns and initiatives aimed at protecting the Susitna River watershed from the dam's construction and other threats to its ecological integrity.
- Manage the organization's budget, financial resources, and financial reporting with the Board of Directors and Finance Director, ensuring that resources are allocated effectively.

Qualifications:

- Bachelor's degree in environmental science, natural resource management, nonprofit management, or a related field (advanced degree preferred).
- Minimum of 5 years of experience in nonprofit management, environmental conservation, or a related field.
- Strong understanding of environmental issues, conservation principles, and advocacy strategies, with specific knowledge and passion for the Susitna River watershed.
- Excellent communication, interpersonal, and public speaking skills, with the ability to effectively engage diverse stakeholders in collaborative efforts to protect and conserve the Susitna River watershed.
- Demonstrated ability to fundraise, manage budgets, and secure financial support from diverse funding sources.

- Experience in staff supervision, team building, and organizational development, with a commitment to fostering a collaborative and inclusive work environment that values diversity, equity, and inclusion.
- Familiarity with the Susitna River watershed region and relevant stakeholders, including Indigenous communities and cultural resource management agencies, is preferred.
- Commitment to the mission and values of the Susitna River Coalition, including a dedication to environmental stewardship, equity, and social justice, with a focus on protecting and preserving the Susitna River and its surrounding ecosystems.

Application Instructions:

To apply for the position of Executive Director, please submit a cover letter, resume, and three references to Melissa, melissa@susitnarivercoalition.org. Applications will be reviewed on a rolling basis until the position is filled. Interested persons are encouraged to submit requested application materials as soon as possible.

The Executive Director position is full-time (between 30 and 40 hours a week) and can be flexible to meet the needs of the ideal candidate. This is an hourly position, paid the equivalent of \$70-\$90k a year depending on experience. The candidate is responsible for providing his/her own workspace. Some evening and weekend work will be required. This position is eligible for 3-weeks of paid vacation, 12 holidays, a technology stipend after six months, and a 5% retirement match after one year.

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