**Director of Climate Action**

The US Water Alliance is recruiting a leader to grow the organization’s growing Climate Action through One Water Program. In collaboration with Alliance leadership, the Director of Climate Action will advance climate solutions and promote resiliency, adaptation, and mitigation outcomes across the water sector. The Director of Climate Action will build upon the past Climate Action work of the US Water Alliance, including the 2022 sector-wide Imagination Challenge and call for a Net Zero water sector by 2050, the utility-GHG reduction cohort, and our partnership with the Water Utilities Climate Alliance, among other strategic efforts and partnerships. In partnership with Alliance leadership and key external partners, they will develop strategic direction for future climate-related work at the Alliance. They will be responsible for program and budget development, project delivery, fundraising, and staff and consultant management. They will serve as an official lead for the organization on climate-related matters and in a variety of professional settings.

They will align climate efforts with other core programs of the US Water Alliance including An Equitable Water Future, One Water Hub, Arts and Culture, the Value of Water Campaign, and other strategic initiatives.

*If you’re excited about this role and our mission, we encourage you to apply even if you don’t believe you meet every single requirement or qualification in this job description! The final offer will be made at the Senior Program Manager or Director level depending on qualifications.*

**About the US Water Alliance**

The US Water Alliance advances policies and programs to secure a sustainable water future for all. Established in 2008, the Alliance is a nonprofit organization that brings together diverse interests to identify and advance common-ground, achievable solutions to our nation’s most pressing water challenges. Our members and partners include community leaders, water providers, public officials, business leaders, environmental organizations, policy organizations, and more. We:

- **Educate the nation** about the true value of water and water equity, as well as the need for investment in water systems. Our innovative approaches to building public and political will, best-in-class communications tools, high-impact events, media coverage, and publications are educating and inspiring the nation about how water is essential and in need of investment.

- **Accelerate the adoption of One Water principles and solutions** that effectively manage water resources and advance a better quality of life for all. As an honest broker and action catalyst, we convene diverse interests to identify and advance practical, achievable solutions to our nation’s most pressing water challenges. We do this through our strategic initiatives and programs such as our Water Equity Network, Equitable Infrastructure Initiative, and One Water Hub, which offer high-quality opportunities for adoption of best practices, knowledge building, and peer exchange. We develop forward-looking and inclusive water policies and programs, and we build coalitions that will change the face of water management for decades to come.
• Celebrate what works in innovative water management. We shine a light on groundbreaking work through storytelling, analysis of successful approaches, and special recognition programs that demonstrate how water leaders are building stronger communities and a stronger America.

For more information, please visit our website at: [www.uswateralliance.org](http://www.uswateralliance.org).

**Position Overview**
Reporting to the Vice President of Programs and Strategy, the Director of Climate Action will lead the ongoing design and implementation of the Climate Action through One Water program—a multifaceted national effort to advance programs and policies that center the water sector and the One Water movement as strategic pathways in addressing our nation’s climate challenges. The Climate Action program’s emerging portfolio of activities employs cross-sector partnerships to explore climate actions and mitigate the disparate impacts of climate and water stress on low-income people, Communities of Color, and other vulnerable populations in the US, as well as minimize or mitigate disruptions to water infrastructure, services, and management due to extreme weather and climate events. The Director of Climate Action will manage staff supporting the program (currently one FTE) and collaboratively be responsible for future fundraising and hiring decisions.

Our ideal candidate will have strong leadership skills, solid judgment, deep connections in the water and climate sectors, and access to broad professional networks. The candidate will have the ability to convene diverse constituencies and a proven track record of advancing climate solutions within and across the water sector. They will possess integrity, a positive attitude, and a demonstrated passion for the US Water Alliance’s mission. They should have a background in water, climate policy, racial or environmental justice, economic equity, infrastructure, community development, and/or related fields of interest. This position requires regular travel to represent the US Water Alliance at various meetings and events. All future fundraising efforts for the US Water Alliance will incorporate a carbon offset for required travel.

For more information on the current Climate Action portfolio, visit: [http://uswateralliance.org/initiatives/climate-action](http://uswateralliance.org/initiatives/climate-action).

**What You’ll Do**

**Program Design, Strategy, and Implementation**
- Lead the design, implementation, and continuous improvement of the US Water Alliance’s Climate Action portfolio. Collaboratively build upon and develop the future-oriented vision and objectives for the program.
- Oversee the expansion and growth of the US Water Alliance’s Climate Action program, which includes developing and implementing growth strategies, annual work plans, advising members and key partners on climate action implementation, creating content, and developing peer exchanges and learning opportunities—among other needs.
- Serve as an internal thought partner and advisor to US Water Alliance staff on how to incorporate climate action and climate justice in the design and implementation of other programs.
- Infuse racial equity, economic justice, and water equity throughout Climate Action program activities and deliverables.
- Maintain an evolving knowledge base of climate science and implications for water infrastructure, services, and management, as well as proactively identify strategic opportunities for the US Water Alliance to advance climate action in the water sector.
Support staff and organizational knowledge development on climate issues; provide updates and relevant information, as well as provide relevant talking points for staff presentations and engagements.

Manage multiple project deliverables with a high level of collaboration with staff, consultants, and partners.

Ensure program outcomes are evaluated and leveraged for maximum organizational and sector impact.

Develop and manage budgets: overall program, staffing, and projects. Track program grants, ensuring appropriate spending.

Identify strategic speaking and writing engagements to showcase programmatic work.

Represent the organization in strategic working groups and deliver presentations at conferences, meetings, and events.

Provide thought partnership, convening facilitation, and review of draft deliverables for other programs as needed.

Lead the development of various One Water Summit activities, sessions, and delegations on an annual basis.

Staff and Partnership Management

Manage staff and consultants, work collaboratively with a strong team of cross-program staff, and oversee all program deliverables.

Clearly communicate expectations and provide ongoing, constructive feedback for supervisees, and be available for support and growth opportunities.

Craft achievable annual goals and track progress, including performance and project goals.

Work with staff to identify and seek professional development opportunities that build relevant knowledge, improve skills, and support program growth and organizational learning.

Support the Alliance’s internal efforts to improve our organization’s equity and inclusion practices.

Manage existing strategic partnerships with multiple water agencies, community organizations, foundations, government partners, and national allied organizations.

Cultivate new partnerships with key climate stakeholders and partners, including but not limited to environmental and climate-related organizations, Indigenous and Tribal leaders, regional and federal government agencies, professional services companies, and international counterparts.

Membership and Fund Development

Maintain regular and meaningful touchpoints with Alliance members relevant to Climate program work. Track engagement and new membership opportunities arising from programmatic work and/or as necessary for organizational growth.

Lead and support revenue-generating and fundraising activities to assist existing programs and the growth of the US Water Alliance with members, funders, and sponsors.

Draft program content for proposals and interim and final grant reports.

Participate in funder briefings on program goals, activities, achievements, and directions; share new program and project ideas as relevant; provide talking points and materials related to Climate Action program for other Alliance staff.

What you bring to this role

A bachelor’s degree in a related field required; advanced degree preferred.

Minimum of 10 years of professional experience; four years in a management role.

Demonstrated leadership experience in climate action, racial justice, coalition building, and/or water is required. Additional experience in communications, urban planning, or place-based initiatives is a plus.
Program leadership and management. This individual will have taken a hands-on approach in designing and implementing program initiatives, especially ones that engage government agencies in advancing climate solutions. The ideal candidate will have a track record of effectively leading a performance-based and outcome-based program and staff. They will have developed and operationalized strategies that have taken a program or organization to the next stage of growth.

Team building and development. The successful candidate will have managed and developed a strong team of staff and consultants.

Exceptional communication, public speaking, and influencing skills. As a national spokesperson of the Alliance’s Climate Action program, the ideal candidate will have strong written and verbal communication skills. They are a persuasive, credible, and a polished communicator with excellent interpersonal skills.

Demonstrated commitment to ensuring a safe and equitable work environment.

Commitment to ensuring a livable, viable future for all communities under a changing climate with attention toward meeting social, environmental, and economic needs.

Unwavering commitment to quality programs and excellence in organizational and project management with the ability to achieve strategic objectives and manage a budget.

Fundraising experience with member-based organizations, foundations, or corporate sponsors.

Ability to work effectively in collaboration with a wide range of stakeholders including water utilities, government agencies, community stakeholders, environmental groups, foundations, coalitions, the private sector, and more.

Integrity, positive attitude, mission-driven, and self-directed with demonstrated passion for racial equity, the US Water Alliance’s mission, and commitment to working collaboratively with a talented and growing staff.

Compensation and Location
In addition to a competitive salary that is commensurate with experience and in line with the organization’s budget, the US Water Alliance offers an excellent benefits package that includes paid vacation, health, vision, dental insurance, and a 401(k)-retirement plan. Qualified candidates will be considered regardless of location. While most work is performed remotely, some travel will be required for occasional on-site events and gatherings.

To Apply
Please send your CV/resume, a cover letter, and two original, unedited writing samples to hr@uswateralliance.org with “Application: Climate Action” in the subject line. Applicant materials will be accepted through January 27, 2023.

What to Expect
We’ll review your application materials for experience, knowledge, and abilities required to successfully perform the job. Only those selected to advance in this process will be contacted for an interview. Candidates must possess current and valid US Work Authorization and be eligible to work for any US employer without sponsorship.

As part of our standard hiring process for new employees, employment will be contingent upon successful completion of a background check.
If you require assistance due to a disability in the application or recruitment process, please submit a request to hr@uswateralliance.org.

The US Water Alliance is committed to building and maintaining a diverse staff and a welcoming workplace for all.