



**Environmental Defense Fund  
Associate Vice President, Water  
San Francisco, CA  
Full Time**

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**About the Organization**

With world attention focused on both the environment and the economy, Environmental Defense Fund (EDF) is where policymakers and business leaders turn for win-win solutions. This leading green group, with programs from Boston to Beijing, has tripled in size over the past decade by focusing on strong science, uncommon partnerships, and market-based approaches. You can be part of a vibrant workplace that welcomes diverse perspectives, talents, and contributions, where innovation and a focus on results are a way of life.

For more information, please visit [www.edf.org](http://www.edf.org).

**The Ecosystems Program & Water Initiative**

Ecosystems is one of four major programs within EDF. The program has bold goals to reach by 2020 that are centered around ending fertilizer pollution, reversing habitat loss on working lands, restoring and protecting coastal communities, and revitalizing working rivers and their ability to provide a resilient water supply. This last goal is the focus of EDF's Water initiative.

With cities, farmers, and wildlife vying for the same water, the ongoing drought in the West is having a major impact across the region but particularly on California's ecosystems and its world-leading agricultural economy. The drought is also creating sufficient pressure to motivate a real shift in water management, and EDF is working to develop a scalable and replicable implementation model that improves water supply reliability, reduces economic risk, and frees up water for in-stream flows through enhanced and expanded water markets. At the same time, EDF is working to identify institutional and regulatory barriers to more operational water markets.

**Associate Vice President, Water**

The AVP, Water will provide the overall vision, strategy, and leadership for all domestic water programs within EDF. The AVP will directly manage EDF's teams working to restore the Colorado River and tackling the pressing issues California faces with groundwater management. The AVP will lead the process to fine tune EDF's direction for water related projects, and serve as a key strategic partner in identifying areas where EDF should play a role with regard to water scarcity, water supply chain, and conservation efforts within water ecosystems. The AVP will identify opportunities, develop and implement projects, and manage advocacy efforts relating to the program. The AVP will both work independently and support the Vice President of Ecosystems in a number of aspects of his leadership. The AVP will serve as a member of the Ecosystems leadership team and collaborate with peers in the Ecosystems Program and across the organization.

This is an unparalleled opportunity for a dynamic, strategic thinker who is passionate about water conservation and has demonstrated success in, and a thorough understanding of, water-related policy, economics, and conservation. The AVP, Water will report directly to the Vice President of Ecosystems.

## **Primary Duties and Responsibilities**

The AVP, Water will perform the following and other duties as assigned:

### *Strategic Vision and Leadership*

- Define domestic water program vision and goals consistent with the long-term interests of the organization; create short and long term strategies for achieving defined goals.
- Demonstrate strong political skills with a track record of building non-partisan alliances and a strong understanding of public policy.
- Capitalize on opportunities and manage risks.
- Collaborate with senior program staff to manage delivery of outcomes as defined by the program vision.
- Continually stay abreast and informed of other organizations' work and emerging water issues.
- Effectively communicate program achievements, progress, challenges, and opportunities to stakeholders, board members, EDF senior leadership, and other internal and external audiences.

### *External Relations and Partnerships*

- Collaborate with senior development staff to develop and execute a diversified fundraising action plan to secure a robust pipeline of funders for water work; contribute to proposal development and reporting.
- Cultivate relationships with board members and other external stakeholders to identify other areas of program growth, including programmatic work and/or new funders.
- Identify and implement partnerships with other members of the environmental community, influential academic institutions, and other stakeholders to achieve key programmatic goals.
- Represent the organization externally, making public presentations as required and engaging and building relationships with the media, elected officials, and government (agency) representatives to keep them apprised of progress and establish EDF as a subject matter expert on water issues.

### *Organizational Management*

- Actively engage with peers to create stronger collaboration between and across programs and identify cross-cutting funding opportunities.
- Provide leadership, direction, and support for the staff.
- Promote an organizational culture and structure that fosters cooperation, communication, collaboration, teamwork, and trust, and embraces diversity.
- Hire, train, supervise, mentor, and provide staff with professional development activities that upgrade skills, support learning, motivate performance, and promote retention.
- Manage and select independent contractors who will maximize goals and objectives.

## **Qualifications**

The successful candidate will have the following minimum qualifications:

- 10+ years of substantive, relevant work experience, including experience in an NGO or government setting leading and implementing water-focused conservation projects
- Demonstrated experience developing and implementing a strategic vision
- Excellent interpersonal and relationship management skills with proven ability to attract funders and partners by communicating a compelling and inspired sense of purpose
- Advanced degree in a relevant field (e.g., economics, natural resource management, environmental policy)

- Thorough knowledge of current water issues and trends, as well as significant experience in, and understanding of, water scarcity, supply chain, and conservation issues, as well as familiarity with research, analysis, and academic publications pertaining to water
- A strong understanding of public policy with a proven track record of building alliances and working with policymakers—experience achieving results in public policy through outreach and advocacy preferred
- Strong reputation and network among conservation organizations and leaders in the nonprofit, philanthropic, government, and for-profit sectors highly desirable
- Team-building skills and a collaborative leadership style with the ability to empower and inspire staff and encourage staff development, as well as the capacity to enforce accountability and learn the strengths and weaknesses of a team in order to position teams for success
- Experience managing geographically dispersed staff preferred
- Strong entrepreneurial capabilities and ability to foster innovation
- Excellent communication skills and experience with public speaking and working with the media
- Demonstrated experience building and maintaining effective relationships with relevant outside stakeholders, including media, elected officials, and academic institutions
- Excellent problem solving and decision-making skills
- Willingness and ability to engage in regular regional travel
- Commitment to and passion for EDF's mission, vision, and values

#### **Compensation and Location**

EDF offers an excellent benefits package and a competitive salary that is commensurate with experience. This position will be located in San Francisco, CA.

#### **To Apply**

To be considered for this position, interested candidates must follow the link below to submit a resume, cover letter, and salary requirements. CEA Recruiting is assisting EDF with this search. Please direct all applications and inquiries to CEA Recruiting. This position will remain open until filled.

<http://job.ceiconsulting.com/jobs/associate-vice-president-water-san-francisco-ca-34265>

*Environmental Defense Fund is an equal opportunity employer.*

*CEA Recruiting works with leading environmental nonprofits, foundations, and businesses to recruit top talent and design effective organizational staffing strategies. For more information, visit [www.cearecruiting.com](http://www.cearecruiting.com).*