



Housatonic Valley Association

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Position Announcement

Ten Mile River Watershed Manager

The Housatonic Valley Association (HVA) is seeking an enthusiastic and qualified professional to lead our Ten Mile River *Clean, Cold and Connected* campaign in the Harlem Valley's Ten Mile River watershed. *Clean, Cold and Connected* takes action to protect and restore streams that are free of pollution, capable of supporting native species and habitats as the climate warms, fully accessible to fish and wildlife, and welcoming to watershed communities and visitors.

Who we are:

HVA leads conservation action in communities across the tristate Housatonic watershed in Massachusetts, Connecticut and New York. We restore and protect the Housatonic River and its tributaries, protect strategically important lands, and take action to help ecosystems and communities adapt to climate change across the watershed and beyond. We do this directly or in collaborations with partner agencies and organizations, community and business leaders, and concerned citizens working for a clean and healthy natural environment. Our overarching goal is to achieve a **climate-ready Housatonic Watershed** by 2040. In addition to our advocacy, issue response and education programs, two major campaigns toward our 2040 goal are underway: *Clean, Cold and Connected*, aimed at restoring and protecting local streams and the waters they flow to, including Long Island Sound; and *Follow the Forest*, aimed at protecting a continuous forest corridor through the Housatonic watershed to connect the Appalachian Highlands of eastern New York with the forests of western Massachusetts and Vermont through to Canada.

HVA is committed to being fully representative of the watershed's people and diverse communities in all our work and across our organization. We strive to make our conservation actions equitable and inclusive by enabling participation by all; actively listening to, and leading with our BIPOC (Black, Indigenous, and People of Color) community partners; and increasing our understanding of and responsiveness to environmental inequity. Our team is committed to continuously improving equitable representation across our organization and in our work for a clean, healthy watershed.

Reports to:

Watershed Conservation Director

Status:

Full-time, Salaried, Exempt

Required skills and competencies:

To perform this job successfully, applicants will need the skills and competencies listed below.

- Keen analytic, strategic and problem-solving skills.
- Proactive approach to achieving measurable results and meeting quantifiable objectives.
- Ability to cultivate effective working relationships at all levels, inside and outside of the organization.
- Excellent communications, presentation/public speaking and writing/editing skills, with a strong sense of narrative and storytelling.
- Ability to work effectively under frequent deadlines, respond quickly to unexpected challenges and shifting priorities, and follow through on time-sensitive tasks with minimal supervision, both autonomously and with a team.

Education and/or experience:

Successful track record in advancing both collaborative public policy and project implementation is essential, in the environmental sector or other applicable sector. There are no specific requirements for academic experience, however we will consider applicant achievements in this area.

Desired qualifications:

Conservation project planning, design and implementation experience; Grant writing/management experience

Duties:

The TMR Watershed Manager plans and executes the day-to-day operations of HVA's *Clean, Cold and Connected* work in the TMR watershed, which includes portions of Dutchess County, NY and Litchfield County, CT. Essential duties include:

1. Building and sustaining an environmental community for the TMR watershed that includes watershed towns, government agencies, non-profit organizations, community groups and other key partners. This work includes expanding and evolving the Ten Mile River Collaborative (TMRC), the coalition of municipalities, government agencies and non-profit organizations that developed the Ten Mile River Management Plan. Key to this work is:

- a. Deeply understanding the environmental, economic and cultural challenges faced by TMR watershed towns, and how those challenges create opportunities for collaborative watershed conservation.
 - b. Deeply understanding the perspectives of diverse stakeholders as they relate to the environmental health of the TMR watershed.
2. Mobilizing and energizing priority actions identified in the Ten Mile River Management Plan, and new opportunities that emerge to improve and protect the Ten Mile watershed. This work includes managing ecological restoration projects, including liaising with consultants and partners; planning and executing implementation actions; and supporting HVA's Finance Director and the Watershed Conservation Director with grant administration.
3. Organizing public events and facilitating public participation in TMR conservation work.
4. Being a focal point, coordinating with HVA's Advancement team, for TMR-specific financial support.
5. Liaising with NY-based policy makers and public funding sources to leverage state and federal conservation spending in the TMR.
6. Being a visible advocate for TMR conservation in the press, local speaking engagements, and through establishing a visible presence in the region
7. Ability to travel for fieldwork and meetings with colleagues, partners and legislators. A valid driver's license and access to a personal vehicle are required. Note that most of the work this position will be responsible for is within the TMR watershed, but occasional travel throughout the Housatonic Valley and beyond will be required.
8. Ability to work evenings and weekends as needed.

Compensation and benefits:

The starting annual salary range for this full-time position is \$50,000 to \$60,000. Benefits include health insurance, 403b retirement plan and HVA match, life and short-term disability insurance, paid holidays, paid time off, and remote work flexibility.

To Apply:

Please send cover letter describing interest and qualifications, resume, and contact information for 3 references to Mike Jastremski (HVA Watershed Conservation Director) at mj.hva@outlook.com. Applications will be reviewed and interviews scheduled on a rolling basis; position open until filled.

HVA is an equal opportunity employer. If you have the drive, interest and skills to succeed in this position, tell us about how you can help and we will consider your application. HVA provides equal employment opportunities to all eligible persons and administers personnel policies and practices in accordance with all applicable state and federal laws. We do not discriminate or abide discrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, gender, gender identity or expression, political belief or affiliation, veteran status, sexual orientation, legal history, genetic information, mental disability or physical disability. Our commitment to equal opportunity is a guiding principle in all of our employment practices and policies.

Please note: *This position description excludes duties and responsibilities incidental to the performance of the above listed duties and responsibilities, for example the timely filing of timesheets and other paperwork; responsiveness to other overall organizational needs; maintaining positive and respectful relationships with staff and board; etc. All duties and responsibilities are essential job functions and requirements. To perform this job successfully, the incumbent(s) will possess the skills, aptitudes, and abilities to perform each duty proficiently. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. HVA reserves the right to modify, change, or add to the position's job duties and responsibilities as business needs may require. This document does not create an employment contract, implied or otherwise, other than an at-will relationship.*