



Housatonic Valley Association

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Position Announcement: Berkshire Watershed Director

The Housatonic Valley Association (HVA) is seeking an enthusiastic and qualified conservation professional to lead our Berkshire office and operations, which cover the Housatonic River watershed in Berkshire County (MA) and Columbia County (NY). Applicants should be passionate about watershed conservation, able to communicate effectively and visibly on behalf of the watershed with our partners and the public, strategic-thinking, and self-starting. This position is part of HVA's senior management team and is responsible for aligning our conservation programs in western Massachusetts with our strategic goals; implementing watershed protection, restoration and education projects; maintaining and expanding Berkshire relationships at the local, state and federal levels; and working closely with HVA peers to advance publicity, marketing, donor relations, and fundraising.

Who we are: HVA leads and collaborates with partners to take action for conservation in communities across the Housatonic Watershed in Massachusetts, Connecticut and New York. We restore and protect the Housatonic River and its tributaries, conserve strategically important lands, and work together with municipalities, government agencies, fellow non-profit organizations, business leaders, and concerned citizens working for a clean and healthy natural environment to achieve climate-readiness for communities and ecosystems across the region.

Our overarching vision is a climate-ready Housatonic Watershed by 2040. Two watershed-wide conservation campaigns toward our 2040 goal are underway: *Follow the Forest*, aimed at conserving a linked forest corridor from the Hudson Highlands through the Housatonic Watershed to Canada that supports wildlife migration and protects the ability of forests to provide clean water for people and ecosystems; and *Clean, Cold and Connected*, aimed at restoring and protecting waterways from the Berkshire Hills to Long Island Sound by reducing pollution, restoring stream connectivity and native habitats, and improving recreational access to water for residents and visitors.

In the Berkshires, the majority of HVA's work is focused on water restoration and protection through the *Clean, Cold and Connected Campaign*. Land protection in the Berkshires is essential to our Follow the Forest goals, though, and this position will work with our local and regional land trust partners to help move important land protection projects forward.

Please visit HVAtoday.org or find us on social media to learn more about HVA.

Reports to: Executive Director, in close coordination with Watershed Conservation Director and Land Protection Director.

Status: Full-time, salaried, exempt.

Direct Reports/Coordination: Supervises a Berkshire Conservation Assistant, and works closely with the Berkshire Clean, Cold and Connected Restoration Coordinator and the Watershed Conservation Director.

Compensation and benefits: The starting annual salary range for this full-time position is \$70,000 - \$75,000. Benefits include health insurance, 403b retirement plan and HVA match, life and short-term disability insurance, paid holidays and time off, remote work flexibility.

Qualifications and competencies: The requirements listed below are representative of the knowledge, skills, and/or abilities required to succeed in this position:

- Understanding of the environmental, economic and cultural challenges in the Berkshires, the opportunities those present, and the perspectives of diverse stakeholders- or the ability to quickly attain that understanding.
- Keen analytic, strategic and problem-solving skills.
- Proactive and results-oriented with a demonstrated track record of achieving measurable results and meeting quantifiable objectives.
- Strong interpersonal skills that foster effective working relationships at all levels, inside and outside of the organization.
- Superior communications, presentation/public speaking and writing/editing skills, with a strong sense of narrative and storytelling.
- Demonstrated initiative and 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.
- Ability to travel throughout the Housatonic Valley and beyond for meetings with colleagues, partners and legislators.
- Ability to work evenings and weekends as needed.
- A valid driver's license and access to a personal vehicle.

Education and/or experience: Successful track record in establishing and leading collaborative conservation planning and project implementation.

Desired qualifications: Project planning, design and implementation experience; grant writing/management experience; proficiency in ArcGIS.

Duties: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The Berkshire Watershed Director plans and executes the day-to-day operations of HVA's Berkshire office and programs. Essential duties include, but are not limited to:

1. Coordinate the work of Berkshire staff and oversee office operations, including maintaining regular office hours.
2. Prepare annual HVA Berkshire work plan and budget, track progress and prepare project reports for funders with support from Watershed Conservation Director and Finance Director.

3. Maintain and expand partnerships with key stakeholders across the Berkshires, building from existing partnerships with towns, agencies, non-profit organizations, community groups and other partners.
4. Mobilize and energize projects that improve the health of the Housatonic Watershed in the Berkshires.
5. Organize public education events and public participation in projects.
6. Liaise with Berkshire-based policy makers and public funding sources to leverage state and federal conservation spending in the Berkshires.
7. Recognize, prioritize and take appropriate action in response to emerging issues and policy opportunities including being a voice for the Housatonic River in PCB remediation negotiations/discussions/activities.
8. Routinely collaborate with the HVA Advancement Team on Berkshire-specific media stories and outreach, membership development and donor relations, and fund-raising; expanding HVA's visible presence in the region; serve as primary contact/HVA representative for the press, local speaking engagements and public meetings.

To Apply: Please send cover letter describing interest and qualifications, resume, and contact information for 3 references to Lynn Werner, Executive Director, at lwerner@hvatoday.org. Applications will be reviewed and interviews scheduled on a rolling basis; position open until filled.

HVA is an equal opportunity employer. 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. 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 actions equitable and inclusive by enabling participation and leadership 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.

Additional Duties and Responsibilities: This position description has excluded 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 organizational needs require.

This document does not create an employment contract, implied or otherwise, other than an at-will relationship.