Leadership Opportunity: Executive Director
Colorado Water Trust seeks a leader who will bring to the position of Executive Director a high degree of energy, integrity and creativity as well as the analytical, organizational and personal qualities that will garner respect and cooperation from its community partners and other stakeholders.
Read on to see if you are ready to apply!

Who we are; What we do
Founded in 2001, Colorado Water Trust’s mission is to restore flows to Colorado’s rivers in need. We do this by working with willing participants, providing the funds, support, and technical and legal expertise required to put water back in Colorado’s dry rivers. We work with diverse partners throughout the state to support both rivers and the people who rely on their water.

Our Vision: All Colorado streams have sufficient flow to sustain a healthy aquatic ecosystem. The measurable impact of our work: the Water Trust has helped to restore over 7 billion gallons of water to 375 miles of streams and rivers in Colorado.

Over the past nine years, we have grown from a single staff person to a staff of nine. Our growth has been intentional and planned, through implementation of a strategic plan and with capacity-building funds secured over the growth period. The Water Trust has a committed and knowledgeable Board of Directors, and a staff that has exceptional expertise and talent. Our organizational culture is built on innovation, collaboration, hard work, caring for and enjoying each other, and a passionate dedication to the mission.

With an annual budget of approximately $1.5 million, the Water Trust relies on a diverse portfolio of supporters – individuals, small businesses, foundations, corporations, water providers, and government agencies. But the Water Trust intends to grow its revenue and its portfolio of support to meet emerging demands and to seize opportunities that present themselves. Because we know that when rivers are healthy, everyone benefits, ranging from wildlife, to people, to businesses, to communities, and far beyond.

It’s an exciting time at the Water Trust, and we’re ready to seize opportunities and tackle the challenges ahead as we work to protect and restore Colorado’s rivers.

Profile of the Executive Director
- The ideal candidate will bring a passion for Western water and healthy rivers and have experience with, knowledge of, or familiarity with Western water issues
- As the ambassador and inspirational voice of the Water Trust, the Executive Director will utilize exceptional oral and written communication skills to tell the story of our unique work
- This person will be comfortable with the Water Trust’s highly collaborative approach to flow restoration; in our world, everyone is welcome
- The Executive Director (E.D.) will be comfortable with and deftly juggle a multitude of tasks, wearing differing “hats” when the occasion calls for it
- Fundraising experience or aptitude (e.g. comfort with the idea of participating in/leading fundraising, some knowledge of fundraising approaches, etc.) will enable the E.D. to most effectively be “the face” of Colorado Water Trust with a variety of supporters
- Proven ability to manage and supervise a high-functioning staff, while delegating effectively and supporting innovation and creativity, will be essential in maintaining the positive and healthy organizational culture
- The E.D. will listen well, gather input and use that input accordingly
- Finally, the ideal candidate will actively engage, develop and support a strong Board of Directors, building collaborative leadership to achieve the Water Trust’s long-term strategic goals
PRIMARY RESPONSIBILITIES OF THE POSITION

Leadership & Management
- Ensures excellence and consistent quality of all aspects of the organization;
- Inspires staff to pursue, in furtherance of the Water Trust’s strategic plan, creative and effective market-based solutions to the state’s streamflow shortages;
- Is responsible for the organizational structure of the Water Trust to ensure that the programmatic objectives are supported through facilities, technology, finances, communication, human resources, and functional needs;
- Actively engages and energizes the Water Trust’s volunteers, board members, event committees, alumni, partnering organizations, and funders;
- Develops and maintains the Trust’s strategic plans and planning efforts; and
- Develops, maintains, and supports a strong Board of Directors; serves as ex-officio member of each board committee, and seeks and builds Board involvement with strategic direction.

Program
- Works closely with the Director of Programs to implement all program activities, focusing on the delivery of projects and ensuring efficient project team operations; and
- Maintains an intimate knowledge of significant legal, political and technical developments and trends in the field.

Fundraising
- Works with the Board of Directors, the Development Director and grantwriting contractors to meet all fundraising goals;
- Works closely with the Development Director to implement a fundraising plan that ensures that the flow of funds permits the Water Trust to make continuous progress towards the achievement of its mission and that those funds are allocated properly to reflect present needs and future potential; and
- Works closely with the Development Director to execute comprehensive marketing, branding, and development strategies that will ensure consistency throughout the organization.

Communication & Outreach
- Works with the Communications Specialist and all staff to consistently increase the Water Trust’s visibility, building the organization’s reputation outside the water community, and maintaining the organization’s reputation and credibility within the water community;
- Is the organization’s primary media spokesperson; and
- Represents the Water Trust with funders, policy-makers, the media, clients, and other nonprofit organizations at both public and private functions to further the mission of the Water Trust.

Policy
- Oversees positioning of the Water Trust as an effective, vital, go-to resource for policy decisions impacting flow restoration in Colorado; and
- Ensures the representation of the Water Trust’s perspective to decision-makers, task forces, advisory committees, agencies, planners, and funding bodies.

Human Resources
- Works with Director of Finance and Administration on human resource issues;
- Responsible for the recruitment, employment, and release of all personnel;
- Maintains a climate which attracts, keeps, and motivates a diverse staff of top quality people; and
- Promotes good morale, a sense of staff camaraderie, passion for the mission, cooperation, open and frequent communication, teamwork, a common organizational vision, and a motivated and positive organizational culture.

Budget & Finance
- Works with Director of Finance and Administration to develop and maintain sound financial practices;
- Maintains rigorous accountability standards for income, expenses and budget tracking;
- Oversees all bookkeeping, accounting, and financial activities; and
- Is responsible for the financial status of the organization, which includes working with the Development Director to create long- and short-range fundraising plans; monitoring the budget.
and ensuring sound financial controls are in place; and setting financial priorities that ensure the organization is operating in a manner that supports the needs of the program and staff.

**Qualifications**

- Passion for the Water Trust’s mission
- Fundraising experience or aptitude (e.g. comfort with the idea of participating in/leading fundraising, some knowledge of fundraising approaches, etc.)
- Excellent staff management/supervision skills
- Western water issues experience, knowledge, or familiarity
- Experience in developing, managing, and implementing strategic plans
- Financial acumen
- Exceptional ability to network and build partnerships
- Collaborative: Effectively works with others to reach common goals and objectives
- Excellent written and verbal communication skill; Ability to convey complex ideas in a brief, simple manner
- Listens well and uses that input accordingly
- Creative, innovative, open to other’s ideas and approaches
- Ability to delegate effectively and provide support for others’ success
- Diplomatic: Knowing the right time to do the right thing in the right way
- Exhibits a steady, trustworthy approach to the position that can be relied upon by staff, board and stakeholders
- Demonstrates a commitment to a results-oriented culture
- Bachelors degree required; Masters or other graduate degree a plus

**What You Can Expect**

- The opportunity to use the sum of your life’s experience and knowledge to capitalize on the accomplishments of the Water Trust and foster its continued development as the leader of river flow restoration in Colorado
- Leading a successful nonprofit organization with an excellent reputation
- Being inspired by the way in which the Water Trust brings people together to create solutions that benefit all involved
- Working with an active board that has demonstrated significant and consistent dedication to the organization, and that brings a multitude of knowledge and experience in the field
- Leading a staff that is smart, passionate and committed to the mission; that works hard but knows how to play together

**Compensation**

This is a full-time, exempt position. Salary will be commensurate with experience, but is likely to be in the range of $90,000 to $110,000. The Colorado Water Trust offers a competitive benefits package including a comprehensive insurance package that includes health insurance and, as funds permit, long- and short-term disability, life, vision, and dental; an FSA; generous paid time off; other need-based leave; and a retirement fund with employer contributions.

**To Apply:**

By Midnight, Friday, June 30, 2017, please forward, via email, your cover letter (addressing how you meet “Profile of the Executive Director” and Qualifications), resume, and salary requirements to our transition consultant, Christine Soto, at christinesoto@comcast.net. Please use “Executive Director Water Trust” in the email subject line. All application information must be received via email – no hard copies will be accepted. No phone calls, please.

Colorado Water Trust is an equal employment opportunity (EEO) employer. For more information, please visit www.coloradowatertrust.org