

JOB ANNOUNCEMENT

POSITION: Massachusetts Co-Director
LOCATION: Boston or Northampton, MA - Hybrid

POSTING DATE: 12/06/2023
CLOSING DATE: Until Filled

Clean Water Action and Clean Water Fund are seeking a State Co-Director to work with existing co-Director, Elizabeth Saunders, to oversee our Massachusetts office. Clean Water Action is a national, grassroots environmental organization that works to protect the environment and safeguard public health, promote passage of strong environmental laws, and help communities address local environmental problems. Clean Water Fund provides research, education, organizing, and technical assistance to strengthen grassroots environmental efforts around the country, promoting the public interest on issues related to water, natural resources, health, and a clean economy. Clean Water Action and Clean Water Fund work together on selected campaigns and programs.

Clean Water's programs in Massachusetts focus on climate justice and clean energy; meaningful access to energy efficiency programs especially for environmental justice communities; protecting drinking, groundwater and surface water resources from contaminants like lead and PFAS; safeguarding public health by reducing the use of toxic chemicals and holding polluting corporations accountable; supporting and cultivating a new generation of youth leaders in the environmental justice movement, and electing pro-environment candidates to office at the local, state and federal level.

RESPONSIBILITIES:

- Developing and overseeing campaigns at the local and state levels in Massachusetts, including legislative and electoral campaigns, coalition building, research/policy development, and public education.
- Lead annual process for setting state goals and work with team to ensure goals are achieved.
- Assisting in the implementation of national campaigns in Massachusetts, particularly protecting the federal Clean Water Act.
- Developing and overseeing implementation of fundraising plans, and raising funds from foundations, individual donors, events, and other sources.
- Work with financial staff to develop and oversee Massachusetts portion of national budget.
- Hiring, training and supervising a team of 8-10 program staff, administrative staff, and contractors.
- Provide programmatic direction and support for field and phone canvass programs. Work in partnership with canvass leadership to build and maintain effective canvass programs.
- Support Clean Water's efforts to become an anti-racist organization and expand our work with BIPOC leaders and within BIPOC communities.
- Represent Clean Water in work with other organizations, public officials, funders, and the media.
- Participate in national Clean Water internal activities and meetings, serving on short or long term committees when appropriate.
- Manage state advisory board including recruitment of new members and cultivation of existing members.

QUALIFICATIONS:

- Five to seven years of experience in campaign organizing. Non-profit and/or environmental experience preferred though not required. Experience with electoral campaigns, lobbying, research, policy, and coalition organizing is desirable.
- Cultural competence, commitment to racial justice and equity, and experience working with diverse communities and staff are required.
- Successful fundraising experience with foundations, individual donors, and events.
- Ability to provide strategic leadership to build the organization and its programs.
- Demonstrated experience supervising, supporting, and developing staff and volunteers, including people working remotely.

- Experience developing and working with leadership bodies such as boards of directors, campaign or coalition steering committees.
- Strong interpersonal, written, and oral communication skills; computer literacy, ability to multi-task in dynamic work environment.
- Experience with professional field and phone canvass programs is highly desirable.
- Applicants must reside in Massachusetts and be capable of working in a hybrid work environment.
- Regular travel throughout Massachusetts and occasional national gatherings is required.
- Multilingual and BIPOC candidates are strongly encouraged to apply.

COMPENSATION: Salary commensurate with experience, in the range of \$75,000 - \$85,000. Attractive benefits package.

TO APPLY: Email a letter of interest and resume to Bethany Dickerson at bdickerson@cleanwater.org
Interested internal candidates, please contact your supervisor.

Clean Water Action and Clean Water Fund have implemented a policy mandating COVID-19 vaccinations for all individuals working within our offices, as well as for those working remotely. As a condition of employment, all employees, regardless of their work location, are required to be vaccinated, or they must provide proof of a valid exemption. Applicants applying for positions at our organization will also be required to present proof of vaccination status during the application process, whether they will be working in the office or remotely. This policy is in place to ensure the health and safety of our entire workforce and the communities we serve.

Clean Water Action and Clean Water Fund value a diverse workplace. People of color and those from economically disadvantaged communities are particularly encouraged to apply. Clean Water Action is an equal opportunity employer and does not discriminate in hiring on the basis of race, color, sex, gender identity, sexual orientation, religion, national origin, age, marital status, disability, veteran status, or any other legally protected characteristic.