

## Vermont Housing & Conservation Board Job Opening

### **POSITION: Clean Water Programs Director**

#### **Position Summary:**

The Vermont Housing & Conservation Board Clean Water Programs Director will manage, guide and grow the VHCB's clean water programs and investments. The Director will coordinate with stakeholders to: direct VHCB's work as the Clean Water Service Provider for the Lake Memphremagog watershed basin; build partner capacity and programming in the basin under a Great Lakes Fisheries Grant; and coordinate across VHCB's programs to oversee statewide investments in clean water, and watershed health, with potential to further develop our climate resilience work.

This is a full-time (40 hr/week) position based out of VHCB's Montpelier office with periodic travel to meetings and project locations in the Memphremagog watershed and around Vermont. Remote work will be possible depending on day-to-day responsibilities and obligations, to be balanced with time spent in the office with the team. This is a self-directed position with tremendous potential to grow the scope and impact of our programs.

Primary responsibilities of the position are leading VHCB's Clean Water Service Provider program in the Memphremagog Basin, administration of clean water capital investments, conducting program outreach, identifying and growing other programmatic opportunities related to clean water and climate resilience, and supporting VHCB's land conservation and Farm & Forest Viability programs in achieving water quality goals.

#### **Key Qualifications:**

- Environmental program leadership experience, including project management, grants and data tracking, fiscal analysis and reporting on performance measures to meet program goals
- Creative, innovative, and entrepreneurial spirit and strategic vision for program growth.
- Vision and commitment to working with State and Federal partners, local communities, and landowners to ensure VHCB's investments drive strategic clean water and/or climate resilience outcomes.
- Demonstrated experience collaborating effectively with partners and engaging in public outreach through multiple modes of communication.
- Expertise in water resource protection and enhancement, and/or agricultural best management practices and agronomics, and/or climate resilience interventions on the natural landscape.
- Knowledgeable about the role of non-profit organizations and public entities in addressing environmental issues, as well as an appreciation for the value of long term conservation outcomes.
- Ability to assess and implement process improvements to ensure program sustainability
- Excellent communication and problem-solving skills.
- Proven ability to work independently and as a member of a team.
- Experience engaging State and Federal agencies, elected officials, and/or community leaders in the areas of clean water and climate resilience preferred.
- This position requires some travel. A valid driver's license and the ability to attend meetings and site visits throughout the state, particularly in the Memphremagog watershed, is

necessary.

- A commitment to Vermont Housing and Conservation Board's broad mission and to diversity, equity, inclusion and justice.

**Compensation:** \$69,500 – \$75,000, commensurate with experience. Excellent comprehensive benefits package including generous health care plan, dental coverage, Life Insurance, Long and Short-term disability insurance, retirement plan, paid time off, Employee Assistance Program, and more.

**Apply:** VHCB is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other category legally protected by federal or state law. VHCB encourages applications from all individuals who will contribute to the diversity and excellence of the organization.

To apply, please send your cover letter and resume to [jobs@vhcb.org](mailto:jobs@vhcb.org).

Position will remain open until filled.