

KWA Executive Director

Kentucky Waterways Alliance (KWA) is seeking a full-time, self-driven and highly competent Executive Director to lead us into our next phase of favorable growth that will build upon nearly 30 years of successful work protecting and restoring the waterways of Kentucky. The next Executive Director will work with the Board to revitalize our strategies and plans to achieve the organization's goals; oversee programs that serve the KWA mission, including raising funds to support the program work; and select, supervise, and cultivate the KWA staff that implement the programs.

The ideal candidate is a dynamic individual with a successful history of leadership, fundraising, non-profit management, and policy advocacy.

Salary commensurate with experience in the range of \$75,000 to \$95,000.

Organization

Founded in 1993, Kentucky Waterways Alliance, Inc. is a statewide non-profit organization with a mission to protect, restore and celebrate Kentucky's waterways. We accomplish our mission through education, community engagement, planning, and advocacy. KWA is the state affiliate partner of the [National Wildlife Federation](#).

Operating Revenues: Currently \$330,000 annually, plus restricted funds for watershed groups and the KY Aquatic Resources Fund.

The position will be primarily based in KWA's Louisville office. Current staffing level is 3 full-time and one part-time staff.

Leadership Attributes and Values of the KWA Executive Director:

- Strong commitment and passion for the conservation, restoration, and protection of surface waters, groundwater resources, and watersheds.
- Keen analytic, organizational, and problem-solving skills. Ability to set priorities, make strategic decisions, and creatively pursue our goals.
- Outstanding presentation and communication skills, and strong media skills.
- Strong business acumen and savviness.
- Highly organized and ethical behavior.
- Ability to recruit, support, and retain a team.
- Coalition building and negotiation skills to work effectively with diverse partners.

Minimum Qualifications Include:

- Broad knowledge of Clean Water Act programs.
- Four or more years of relevant nonprofit experience, including at least two years with staff management responsibility. Demonstrated success of nonprofit revenue growth.
- Advanced knowledge of financial practices including experience developing and managing organizational budgets.
- Demonstrated success as a fundraiser including writing grants, securing sponsorships, and building and maintaining relationships with donors.
- Bachelor of Science in Business Administration, Engineering, Project Management or equivalent.

Key duties of the Executive Director Include:Organizational Management

- Develops and directs a strategic business plan with the goal of supporting and strengthening organizational operations.
- Executes special projects, short-term, and long-term goals with the support of staff.
- Directs and oversees fundraising efforts and membership growth strategy.

Personnel Management

- Oversees and streamlines daily operations.
- Recruits, hires, develops, and leads staff in the performance of their duties to meet program goals.

Planning and Board Relations

- Advises the board about organizational activities, opportunities, and financial status in a regular and timely manner.
- Collaborates closely with the board to develop and implement the organization's strategic goals.
- Assists with recruitment of a diverse board and coordinates and attends the board meetings to share knowledge of the organization's status and upcoming goals.

Finance

- Develops and presents an annual budget to the board of directors.
- Directs all financial operations of the organization.
- Ensures strong fiscal, ethical, and administrative controls are in place.
- Communicates effectively and timely with the Finance Committee.

Community Relations

- Serves as the public face of the organization, including media relations.
- Communicates closely with funding partners, community partners and contractors on key program activities. Develops and maintains partnership agreements and projects.

Benefits

- This is a full-time, salaried position. Salary will be determined by qualifications and experience of candidate.
- A specific benefits package will be negotiated as a part of the overall compensation package in the Executive Director's employment contract.

Information/To Apply

Kentucky Waterways Alliance is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, marital status, sexual orientation, disability, or veteran status.

Candidates should submit resume and cover letter to executivesearch@kwalliance.org OR through the website www.kwalliance.org – look for the Executive Director Search link.

No telephone calls please.