

## **BLUE WATER BALTIMORE – JOB ANNOUNCEMENT FOR POSITION OF EXECUTIVE DIRECTOR**

### **Blue Water Baltimore Mission**

Blue Water Baltimore's purpose is to use community-based restoration, education, and advocacy to achieve clean water in Baltimore's rivers, streams, and harbor, so that citizens of the Baltimore region may enjoy a vibrant, natural environment, livable neighborhoods, and a healthy, thriving Inner Harbor and Chesapeake Bay. We work towards a future when our neighborhood streams are safe for fishing and swimming and our clean harbor is the pride of our city.

**Background:** Blue Water Baltimore (BWB) is a new organization, created by the merger of five organizations in September 2010. BWB's goal is to achieve clean water in the Baltimore region – a watershed area of 200 square miles, 450 stream miles with a population of over 1 million. Its mission will be accomplished by using the strong foundations of the original member organizations, a talented and dedicated staff, strong and diverse expertise from the Board, and solid relationships with elected officials, communities, businesses and state and federal environmental agencies. Central to its success will be maintaining and expanding educational programs, creating and implementing advocacy and restoration programs in Baltimore's streams and harbor, and expanding hands-on programs and projects working with a diverse constituency.

**Executive Director's Position:** BWB seeks an individual with specialized talents and expertise to lead the operations of the organization. Candidates must have a demonstrated record in non-profit management, solid knowledge of environmental and water quality issues, documented skills in working with staff and boards, the ability to develop and implement strategic plans and policies, collaborative talents to work with other organizations, a commitment to the mission of the organization, documented fundraising successes and financial management expertise.

To give direction and leadership for this mission, the Board is seeking an Executive Director with the following qualifications:

### Qualifications;

- A commitment to and understanding of environmental and water quality issues within the Baltimore region and the Chesapeake Bay;
- A demonstrated passion for creating innovative approaches and solutions to environmental issues and challenges;
- A Bachelor's degree and ten years of experience in environmental management and non-profit organizations. There may be a combination of education and experience expertise to meet this qualification;
- A documented ability to work creatively and positively with staff, Board members, volunteers and other stakeholders to achieve organizational deliverables;
- The ability to motivate, support and empower others to accomplish projects;
- The ability to develop and implement strategic plans, work programs and the management of a multi-layered organization and diverse communities;

- Experience working with government agencies including local, state, and federal agencies;
- Clearly demonstrated interpersonal skills including public speaking abilities;
- Working knowledge of computer technology, and experience of overseeing the strategic use of information technology
- Documented fiscal and budget management skills
- Proven success in fundraising including grants, donor gifts and events.

Responsibilities:

- Work with the Board of Directors to set and implement policies and programs for the organization;
- With Board and staff, create and implement strategic plans, priorities and projects
- Serve as a spokesperson for the organization;
- Develop and lead fundraising activities from a diverse set of sources;
- Provide oversight of the finances and operations of the organization;
- Manage and empower the professional staff, including performance management;
- With the Finance Director and Treasurer, prepare and present the annual budget to the Board of Directors for approval;
- Represent the organization's interests in building coalitions, partnerships and outreach activities;
- Serve as the principal staff liaison to the Board of Directors and respective committees.

A description of Blue Water Baltimore may be found at our website:  
[www.bluewaterbaltimore.org](http://www.bluewaterbaltimore.org)

Compensation package is negotiable and commensurate with experience. The office for the organization is located in Baltimore, Maryland.

To apply, please submit a cover letter, resume, writing sample (e.g. report, grant proposal, article, etc) together with three references via email to:  
[BWBemployment@gmail.com](mailto:BWBemployment@gmail.com)

Please address your cover letter to the attention of the Search Committee.

Review of applications will begin on May 16, 2011