



Save the Sound[®]
Action for our region's environment.

Employment Opportunity at Save the Sound Regional Director, Water Protection

Full-time, based in Larchmont, NY
November 2021

Position Summary

Does leading a talented, multi-faceted team, implementing impactful environmental change, and engaging the public in a joint effort to protect Long Island Sound resonate with you? We are searching for a results-oriented leader who will spearhead our Sound-wide healthy waters initiative and serve as our New York network-builder and office director.

The Regional Director proactively manages the Sound-wide efforts of the water quality team to restore rivers, lakes, and harbors in the Long Island Sound watershed. This includes guiding our extensive bi-state, science-based “find it/fix it” watch-dog, pollution testing, and solutions program; translating science into advocacy and then into results; and developing the interactive, public-friendly communications products that exemplify our data to action philosophy, like the Sound Health Explorer, Long Island Sound Report Card, and Long Island Sound Beach Report.

The Regional Director also serves as Save the Sound’s New York spokesperson, political liaison, and community engagement lead. The Regional Director is our primary voice for Long Island Sound in Albany and in the local New York State communities. The Regional Director connects Save the Sound with new potential supporters; works with our development team to create public and private financial commitments; oversees the New York office operations; and serves as a member of the organization’s executive team.

Join our group of talented and committed professionals from a variety of backgrounds—science, community-organizing, law, policy, and communications—working in a collaborative and nimble team to address challenges facing the Long Island Sound estuary and the communities that surround it.

This full-time exempt position reports to the Vice President of Programs, and collaborates regularly with the ecological restoration, legal, development, and communications teams. The Regional Director has a team of approximately 6 full-time staff and 2 seasonal staff.

Who We Are

Save the Sound leads environmental action across Connecticut, Westchester, NYC, and Long Island. We fight climate change and build resilient communities, save endangered lands, protect the Sound, and restore its rivers. For nearly 50 years we have been protecting clean water and restoring Long Island Sound ecosystems through hands-on science and community collaboration, legislative advocacy, and legal action.

Our water quality team is passionate about this body of water—its abundant aquatic life, the natural beauty it offers, and its positive effect on people’s wellbeing. Our on-the-water team measures and hunts down pollution, and when we find it, we fix it. By partnering with locals and enforcing the citizen suit provisions of clean water laws, we stop the harmful bacteria, nitrogen, and chemicals that hurt water quality. We work to heal rivers and bring back an abundance of fish, and engage thousands in cleanups each year to keep harmful plastics out of our waterways.

Learn more about us at www.savethesound.org.

RESPONSIBILITIES

- **Effectively deliver organizational strategic plans and priorities**
 - Implement Save the Sound’s strategic vision in the New York region;
 - Cooperate and collaborate with the Vice President of Program, and all directors, particularly the Director of Ecological Restoration, in fostering and managing integrated programs;
 - Support the establishment of the Ecological Restoration Program in the western Sound;
 - Solidify our growth in Westchester County, and identify expansion opportunities for Save the Sound on Long Island, including Brooklyn and Queens;
 - Lead the development of multiple programmatic and project-based budgets;
 - Work with the Vice President of Finance and Administration to refine and implement budgets, produce funding reports, and meet commitments to funders; and
 - Collaborate with the Vice President of Philanthropy, development team, and President to secure funding from public and private sources—including individuals, foundations, and public funding sources—and to support the work of the organization, program teams, and capital projects.

- **Serve as the New York office’s leader:**
 - Develop the water quality teams’ vision and strategy, direct its implementation;
 - Supervise management of Save the Sound teams engaged in water pollution-related work, New York state and federal legislation/budget, data visualization and report carding initiatives;
 - Support staff from other programs that are based in the New York office working in collaboration with their supervisors in other offices;

- Recruit, mentor, and develop staff and support the identification of potential New York-based board members;
 - Assure that our New York and water quality work supports our Diversity, Equity, Inclusion, and Justice vision, internal benchmarks, and environmental justice program aspirations within our strategic plan;
 - Through annual and periodic performance planning and review, set clear and measurable goals conveying specific expectations within timetables;
 - Ensure that all legal, political, financial, and strategic issues are properly administered and covered for program activities; and
 - Provide subject matter and New York State expertise to advocates and attorneys to enable high impact campaigns and legal initiatives, as well as to development staff to enable high impact fundraising.
- **Forge partnerships:**
 - Participate in and develop relationships with critical coalitions, stakeholders, and allies;
 - Represent Save the Sound in outreach to local communities and on boards and committees of advocacy, planning and environmental organizations at the regional, state, and national levels;
 - Develop and manage relationships with representatives of foundations, public funding sources, and private donors in coordination with the Vice President of Philanthropy and other members of the development team;
 - Represent Save the Sound in the New York region at fundraising events, speaking opportunities, and with donors; and
 - Serve as the New York Spokesperson and lead New York government relations efforts for Save the Sound.

Role Qualifications:

- Action-oriented, get-the-job-done leader;
- Teammate and team leader who trusts in the capacity of the staff and is committed to inspiring, engaging, supporting, and building teams and staff;
- Significant experience managing and directing sophisticated and highly impactful initiatives; conservation, advocacy, public policy, science, water quality, or water quantity-related projects a plus;
- Success in working with government officials, partner organizations, and communities to effect change;
- Strategic thinker and creative problem solver with ability to effectively navigate complex, multi-layered situations;
- Knowledge of the New York environmental community, state, regional, and local agencies;
- Inspiring and effective public presenter; and
- Demonstrated passion and commitment to improving the Long Island Sound tributaries, harbors, and open waters of New York.

Terms and Compensation

This is a full-time position, with occasional weekend and evening work as required. Compensation is \$100,000-120,000 per year range, based on experience. Comprehensive benefits include health insurance, 403b, life and long-term disability insurance, paid holidays, vacations, and opportunities for professional development. This is an at-will position.

How to Apply

Please email the following to waterquality@savethesound.org with “Regional Director, Water Protection” in the subject line:

- Cover letter
- Resume
- List of references

Applications will be reviewed as they are received, beginning November 19, 2021, and will be accepted until the position is filled.

We will be in touch to acknowledge receipt of your application and to schedule selected applicants for an interview. Please be patient; we are a thoughtful and thorough organization, and our hiring process can take from 7 to 10 weeks. Applicants will be informed when the hiring process is complete.

Additional Details Common to All Positions

Save the Sound’s Commitment to Equity and Diversity

Save the Sound is an equal opportunity employer. We prohibit discrimination based on age, color, disability, marital or parental status, national origin, race, religion, sex, sexual orientation, gender identity, veteran status, or any other legally protected status in accordance with applicable federal, state, and local laws.

Our organizational leadership and staff are working to deepen Save the Sound’s diversity, equity, and inclusion. We seek to attract a more diverse applicant pool, and to add and retain more outstanding Black, Indigenous, and People of Color to all levels of our team. We work in diverse communities and landscapes, and are actively working to increase our focus on driving environmental justice and equitable outcomes through our work.

Shared Organizational Job Responsibilities

- Maintaining positive and productive working relationships with all Save the Sound staff members, including providing and receiving constructive feedback.
- Participating in building productive relationships with Save the Sound's members, external partners, policy makers, and the general public.

- Completing all administrative work on time, such as timesheets, purchase orders, project reports, and planning documents.

COVID-19 Considerations

This position will be based in Save the Sound's Larchmont, NY Office but currently works primarily remotely due to the COVID-19 pandemic; organizational leadership is developing a plan for safe return in the future. Some travel within the region and/or fieldwork is required.

Save the Sound requires that all new hires submit proof of full vaccination against COVID-19 for the safety of all staff and the communities where we work.