

Employment Opportunity at Save the Sound

Regional Director of Land & Community Resilience

Full-time, based in New Haven, CT or Larchmont, NY
September 2022

Position Summary

From spearheading major land conservation efforts to advocating for climate adaptation and environmental justice, we are searching for a results-oriented leader with a proven track record of linking public action to community resilience. Does leading a talented, multi-faceted team, implementing impactful environmental change, and engaging the public and stakeholders in a joint effort to protect open space and the forests within the Long Island Sound watershed, adapt to climate change along the shorelines and riverfronts around the region, and support just and resilient communities throughout New York and Connecticut resonate with you? Regional Director of Land & Community Resilience at Save the Sound may be the role for you.

The Regional Director proactively builds and manages our land conservation, environmental justice, and climate adaptation and resilience policy portfolio in Connecticut, Westchester, New York City, and on Long Island. To do this, the Regional Director will collaborate with our legal, water protection, ecological restoration, climate, and communications teams, and serve as a Sound-wide network-builder, youth and public engagement strategist, and legislative tactician. This includes, but is not limited to, the following:

- Protecting mountain landscapes and wetlands, the forests that filter drinking water, the islands and special coastal places that ring Long Island Sound.
 - Current projects: fighting to save Plum Island, NY, an 840-acre island in eastern Long Island Sound, transforming a contaminated 102-acre property in an environmental justice area of Hamden into Six Lakes Park, preserving a coastal forest of 236 acres adjoining the Oswegatchie Hills Nature Preserve in East Lyme, CT, and working to permanently protect nearly 6,000 acres of water company lands in Colebrook, CT.
- Expanding our environmental justice work to include a new community capacity building program that creates climate ready and healthy communities.
 - Current efforts: deploying nature-based solutions (like rain gardens and other green infrastructure), river and coastal restoration projects, water quality monitoring and action, policy advocacy, and legal enforcement support.
- Developing and directing regionally coordinated resilience policy for Save the Sound in Hartford, CT and Albany, NY to catalyze on-the-ground projects that help our neighborhoods and ecosystems adapt to escalating climate threats.

The Regional Director also serves as an essential spokesperson, a political liaison with state and federal delegations, and community engagement lead. The Regional Director represents Save the Sound on the Long Island Sound Study's Sustainable and Resilient Communities Workgroup, guides coalitions, partners with allies, connects Save the Sound with new potential supporters, works with our development team

to create public and private financial commitments, 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 region.

This full-time exempt position reports to the Vice President of Programs and collaborates closely with the Regional Director of Water Protection and the Regional Director of Ecological Restoration. The Regional Director of Land and Community Resilience leads a team of approximately 2-4 full-time staff, 4 consultants, and 2 seasonal staff.

Who We Are

Save the Sound leads environmental action across Connecticut, Westchester, New York City, and Long Island. We fight climate change and build resilient communities, save endangered lands, protect the Sound, and restore its rivers. We're tenacious legal experts and effective collaborators, known for our ability to lead coalitions to protect green spaces endangered by development—the lands that give us quiet places to enjoy, filter our drinking water and reduce flooding, and sustain wildlife. With storms getting stronger and deluges becoming more frequent every year, we're restoring coastal marshes, rivers, and floodplains to protect neighborhoods from flooding. We work to ensure that communities are healthy and vibrant; that the laws that protect natural resources, public health, and environmental justice are strong; and that the region's residents are empowered to use them.

Learn more about us at www.savethesound.org.

Essential Tasks and Responsibilities

- Effectively deliver organizational strategic plans and priorities:
 - Serve on the organization's executive team;
 - Partner with the Board of Directors and other senior staff on long-range planning;
 - Implement Save the Sound's strategic vision for the region;
 - Collaborate with the Vice President of Programs and the Regional Directors of Ecological Restoration and Water Protection in fostering and managing integrated programs;
 - Identify land protection expansion opportunities for Save the Sound in Westchester, New York City, and on Long Island;
 - Lead the development of multiple programmatic and project-based budgets;
 - Work with the Chief Financial Officer and Director of Finance and Administration to refine and implement budgets, produce funding reports, and meet commitments to funders;
 - 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;

- Collaborate with the legislative team to strategize short and long-term goals for the organization that are in sync with the strategic plan and includes, but is not limited to, lobbying, communication, coalition building, and organizational growth; and
- Support our Diversity, Equity, Inclusion, and Justice vision, internal benchmarks, and environmental justice program aspirations as outlined in our strategic plan.
- Serve as a team leader:
 - Develop the vision and strategy for the relevant program areas and direct their implementation;
 - Supervise the land protection staff and consultants;
 - Guide, refine, and supervise our Environmental Justice program and create a capacity building model that supports local intersectional organizations working to build resilient and healthy communities;
 - Expand, coordinate, and implement our legislative resilience agenda at all levels of government. This includes working with Save the Sound's two other Regional Directors to ensure our initiatives support the on-the-ground activities in which the organization engages;
 - Develop a cohesive plan for our numerous interdepartmental youth and public engagement opportunities related to resilient and healthy communities, and work in partnership with our membership team to support its related goals;
 - 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 expertise to other Save the Sound advocates and attorneys to enable high impact campaigns and legal initiatives, as well as to philanthropy staff to enable high impact fundraising.
- Forge partnerships:
 - Lead, participate in, and develop relationships with critical coalitions, stakeholders, and allies;
 - Represent Save the Sound in outreach to local communities, on boards and committees, and with 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 philanthropy team;
 - Represent Save the Sound at fundraising events, speaking opportunities, and with donors; and
 - Serve as a spokesperson and government relations liaison for Save the Sound.

Reports To:

Vice President of Programs and serves on the organization's executive team.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and/or abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Competencies:

- Keen analytic, strategic, and problem-solving skills.
- Exceptional ability to lead, supervise, motivate, trust, and evaluate staff in a demanding work environment with demonstrated ability to listen and respond to team needs and ideas.
- Strong interpersonal skills to foster effective working relationships at all levels, inside and outside of the organization.
- Ability to engage in self-evaluation with regard to leadership, performance, and professional growth.
- Deep experience in political organizing and constituency building.
- Superior communications, presentation and public speaking, and writing and editing skills, with a strong sense of narrative and storytelling.
- Ability to respond quickly to unexpected challenges and shifting priorities and follow through on time-sensitive tasks.
- Aptitude in MS Office programs including Word, PowerPoint, and Excel.

Education and/or Experience:

- Advanced degree or experience in law, public policy, or natural resources management;
- Significant experience managing and directing sophisticated and highly impactful initiatives; and
- Minimum 5 years' experience as a public interest advocate, or public servant with demonstrated commitment to environmental protection.

Physical and Visual Requirement:

Work requires normal mental and visual attention along with manual coordination (working on the computer). Work is generally sedentary; the individual is frequently required to move about office areas and occasionally indoor and outdoor events. The employee may occasionally move materials up to 10 pounds.

Mental Demands and Reasoning Abilities:

- Ability to concentrate and maintain focus for sustained periods and monitor more than one operation while handling multiple tasks, responsibilities, and projects;
- Planning and prioritizing;
- Problem sensitivity and critical thinking skills;
- Deductive and inductive reasoning;
- Emotional intelligence and reasoning;
- Active listening;
- Conflict resolution; and
- Analyzing data, identifying the underlying principles, reasons, or facts of information.

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 click [here](#) to apply, and provide the following:

- Cover letter
- Resume
- List of references

Applications will be reviewed as they are received, beginning September 8, 2022, 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.