



WILLAMETTE PARTNERSHIP

## Position Announcement:

### Partner, Community Water Solutions

Location: Hybrid or remote, Oregon or Washington

Opening: 3/7/21

Q&A Webinar: 3/16/22 4:30-5:15 PM

[https://us02web.zoom.us/webinar/register/WN\\_193HWVFbSquvkiBW9EraAg](https://us02web.zoom.us/webinar/register/WN_193HWVFbSquvkiBW9EraAg)

Closing: Open until filled. Application review begins 3/28/22

### Welcome to Willamette Partnership

Willamette Partnership is a conservation non-profit with a deep commitment to helping build stronger, healthier, and more equitable communities. We believe that people need nature and that the well-being of communities and natural systems is inextricably linked. We do our work by building and supporting strong, multi-partner, multi-benefit solutions through effective collaboration.

We've put a lot of effort into developing Core Principles for our organization. At Willamette Partnership, we:

- Start with integrity.
- Respect and support the leadership of communities.
- Look to nature for solutions.
- Understand that our strength lies in partnership.
- Trust in our ability to find common ground.
- Ensure equity is part of all of our jobs.
- Find joy in contribution.

To learn more about who we are and how we work, check out our [2021-2023 Strategic Plan](#) (PDF).

Our work can look intense from the outside, but as one of our recent hires put it, "you're all remarkably chill people for the amount of work you get done." We pride ourselves on being just as fun and flexible as we are driven and productive. We actively encourage and model a healthy work-life balance. And our relational approach to our work extends to our internal culture as well — we're there for each other, joyfully see



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each other as whole people (not just officemates), and genuinely enjoy getting to work together.

### About the Position

We are hiring a new partner who will work with our InfrastructureNext team across a variety of projects that cover drinking water, wastewater, and stormwater infrastructure planning, programs, and policy change. This position will work directly with communities, governments, and nonprofit partners to craft innovative water infrastructure solutions that improve environmental, health, and community development outcomes.

This new partner will help grow our InfrastructureNext program, finding sustainable water solutions for small, low-income, and rural communities, and others that have experienced inequity under current approaches to infrastructure and conservation.

### Where We Work

The Willamette Partnership team works primarily from our homes. We maintain a small collaborative office on Portland's Eastside with meeting space and shared desks. Team members are welcome to use the space to their comfort level and are provided with an annual work-from-home stipend to provide equipment and materials for a safe and comfortable workspace. When the Willamette Partnership team is again able to meet in person and travel safely, this position is expected to meet occasionally with the team and involve regular (10% - 25%) regional travel (mostly day trips with occasional overnight as needed) around Oregon and Washington, as well as occasional travel to Washington, DC or other locations.

### What to Expect

This is a new position, with room to grow the work in directions that align with the new partner's interests and skills. We're a collaborative team, and even after the onboarding process is complete for new staff, we provide additional programmatic support as each new partner learns our unique systems and skill sets, until they feel prepared to lead specific community-based projects.

This position provides a unique opportunity to:

- Manage and support an exciting variety of projects that span water infrastructure planning and implementation, natural infrastructure and restoration,



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collaborative decision-making, local and state policy change, and community visioning.

- Work collaboratively with diverse communities (including tribes, communities of color, rural communities, and low-income communities) and sectors to imagine and implement solutions individualized to meet each community's values and their water challenges in ways that benefit the environment, human health, and community development.
- Lead creative problem solving with diverse collaborative groups through facilitation, process management, and/or community visioning & engagement.
- Maintain and grow a diverse network of partnerships and professional relationships.
- Support colleagues and external partners as they seek funding from foundation, state, and federal sources.

### Qualifications

We are looking for an experienced professional with at least 5 years of combined professional experience and/or post-graduate education in relevant fields, including water resources, infrastructure, urban or rural planning, community development, conservation, environmental justice, community organizing & engagement, natural resource management, environmental science, or public policy.

Ideal candidates will demonstrate knowledge, skill, and experience in:

- Connecting and working with diverse communities that experience inequity under current approaches to infrastructure and conservation, including tribes, communities of color, or small, rural, and low-income communities.
- Natural water infrastructure solutions such as floodplain restoration, treatment wetlands, green stormwater infrastructure, riparian restoration for water quality, etc. This could include technical assistance, public works, community organizing, finance, policy, or other relevant experience.
- Understanding of how infrastructure and policy change is planned and implemented at the community or regional scale.
- Communicating clearly through concise writing, public speaking, in-person professional interactions, and collaboration with team members.
- Applying for funding from foundation, state, or federal sources.
- Working effectively both independently and in a team environment.



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We will also prioritize candidates who demonstrate skills and experience in one or more of the following areas:

- Applying a strong equity/social justice lens to conservation and/or infrastructure planning.
- Working directly with municipal water infrastructure providers, local, state, and federal governments, and/or private landowners and agricultural producers.
- Tribal government relations.
- Infrastructure and conservation finance (e.g., municipal finance, environmental markets, or public-private partnerships), and/or infrastructure budgeting and planning.
- Federal funding programs, such as NRCS's Regional Conservation Partnership Program (RCPP).
- Familiarity with water policy and politics (players, history, opportunities) at the local, state (especially Oregon and/or Washington), or federal level.

### Salary and Benefits

The starting salary for this full-time position is anticipated to be between \$65,000 and \$82,000 depending on relevant experience and skills. The Partnership strives to be competitive, equitable, and transparent in our compensation approach and will share additional information on long-term compensation potential on request. We also offer a generous benefits package, including health, vision, and dental insurance, holidays, an annual bonus, matching 401K, and paid time off accrued at ~6 weeks/year.

### Application Process

Interested candidates should submit a resume and a cover letter specifically stating how your knowledge, experience, interests, and skills relate to this position. All materials should be combined into a single pdf titled

"*LastName\_WaterPartner2022.pdf*". Submissions should be sent by email to [info@willamettepartnership.org](mailto:info@willamettepartnership.org). Please reference job #WaterPartner-2022 in the subject line.

We anticipate holding two rounds of interviews for this position. Top candidates will be contacted within 1 week of the start of the application review process (estimated 4/12/2022) to schedule an initial interview. Interviewees selected to move on to a second and final round of interviews will be asked to provide a work product sample



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(e.g. writing sample, presentation, or video recording) and three professional references.

Willamette Partnership is an Equal Employment Opportunity employer. Applicants who need reasonable accommodation in order to participate in any phase of the application process should call (503) 841-5466.

We are committed to nurturing an inclusive and welcoming culture that values the contributions of diverse experiences. We strongly welcome and encourage applications from people who identify as Black, Indigenous, Latinx, Asian, Pacific Islander, or other People of Color, people who are queer, trans, non-binary, people with disabilities, people who are immigrants, people from poor and working class backgrounds, and people from rural communities.

We are continuously working to improve our recruitment practices to be more equitable and transparent. We are grateful for any feedback, which you can send to [obrien@willamettepartnership.org](mailto:obrien@willamettepartnership.org).