



Friends of Herring River

Wellfleet and Truro, Massachusetts

Friends of Herring River Executive Director Position Announcement

Friends of Herring River (FHR) is a non-profit charitable organization working “to promote the restoration and protection of the Herring River and its estuary for its values to people and nature.” To advance this mission, FHR is seeking to fill the following position.

The FHR **Executive Director** (ED) will lead the non-profit organization that has spearheaded the 20+ year effort to restore more than 1,100 acres of the Herring River estuary on Outer Cape Cod. This \$70 million coastal salt marsh project is the largest project of its kind in the Northeast. The Executive Director will be joining FHR at a critical phase in its evolution as the Restoration Project moves from planning and permitting into construction. While the project is under the auspices of the Town of Wellfleet, FHR serves as a keystone partner for the restoration and as its primary outreach and advocacy partner. This is an exciting opportunity for the right person to make a huge impact, both on the community and on the environment.

Working closely with the FHR Board, the Executive Director will oversee FHR’s role in support of non-construction project activities, including grant and contract administration. This will require working collaboratively with the Project Coordinator, who manages all non-construction project activities with direction from the Herring River Executive Council and Technical Team, intergovernmental teams directing the Herring River Restoration Project. Coordination will also be required with the Town of Wellfleet, the Commonwealth of Massachusetts, Federal and private project partners, abutters, and funders. The ED will engage in outreach to the public to maintain support for the restoration project and to build and sustain appreciation for the Herring River and estuary. The ED will actively engage and energize volunteers, board members, committees, partnering organizations, and public and private funders to accomplish the mission and goals of the FHR.

The Executive Director will lead the organization’s efforts to develop new programs to share the lessons learned from the Herring River Restoration Project more widely and to use the experience of the Project to advance coastal salt marsh restoration and climate mitigation efforts elsewhere in the Northeast and in the US. Using the extensive research and data collected over 20 years about the Herring River and estuary, the ED will lead the development of information management systems and science, education, and outreach programs to collect, store, manage, disseminate, and share this extensive body of information.

The Executive Director will be responsible for developing and over-seeing FHR's annual operating budget, and for ongoing maintenance and auditing of accounts. The position will report to the FHR Board of Directors acting through the Chair of the FHR Board and will supervise two current FHR staff.

The successful candidate will have a strong commitment to the mission of FHR and experience in leading and managing a non-profit organization as well as in non-profit fundraising. Excellent communication skills will be essential, and experience with using social media to advance program or organizational goals will be considered advantageous. All candidates should have proven leadership, coaching and relationship management experience. Wetland restoration or related environmental project experience and working with volunteers will be a plus.

Key Qualifications

- 3+ years of prior experience as an executive director or equivalent leadership experience.
- 3+ years of demonstrated fundraising success, including direct solicitation of major gifts.
- Proven experience building consensus and aligning, inspiring, and leading a nonprofit board and working with diverse groups.
- Experience creating and managing budgets for small to medium organizations.
- Demonstrated skill managing grants and contracts.
- Experience and/or educational background in environmental sciences/habitat management
- Facility with the use and adoption of a variety of software platforms.
- Experience and success in developing, motivating, and leading mission-driven teams.
- Must be able to operate at a high level, create strategies and solutions, and make sound decisions in a complex yet collaborative and supportive environment.
- Excellent communicator able to passionately engage others in the mission.
- Marketing prowess and the ability to design and implement communication strategies to support fundraising, including use of social media.
- Commitment and ability to build FHR's reputation as the protector of the Herring River and its estuary.
- Must be diplomatic, tactful, and transparent
- Bachelor's Degree is required; advanced degree is preferred.

To learn more about FHR:

www.herringriver.org

[Boston Globe Article https://www.bostonglobe.com/2022/07/27/science/century-later-resurrecting-river-vital-ecosystem/](https://www.bostonglobe.com/2022/07/27/science/century-later-resurrecting-river-vital-ecosystem/)

To apply:

Please send your resume prior to November 1, 2022, along with a cover letter describing your interest in the position and explaining how your skills and experience match the position description. Email to: drheault@herringriver.org

The Friends of Herring River ("FHR") is an equal opportunity employer. FHR does not discriminate based on race, color, religion, sex, sexual orientation, national origin, age, disability, or any other basis prohibited by law.