



**June 1, 2023**

Do you have a passion for the environment and justice issues affecting eastern North Carolina? Do you enjoy a dynamic work environment? Do you love collaboration, team support and opportunities for growth? Then join our Team!

Position: Pamlico-Tar Riverkeeper

Salary Range: \$49,000-\$52,000

Job Type: Full-Time

Career Level: Mid-Level

Location: Washington, NC

Reports to: Executive Director

Application Deadline: Open until position is filled.

### **Position Summary**

Sound Rivers is hiring for the position of Pamlico-Tar Riverkeeper, which has a long tradition of clean water advocacy, protecting and preserving the health and viability of the Tar-Pamlico River and fighting for environmental justice. The position is based in our Washington, NC office and works under the supervision of the Executive Director.

### **About Sound Rivers**

Sound Rivers has a long tradition of clean water advocacy, protecting and preserving the health and viability of the Tar-Pamlico and Neuse rivers for over 40 years. Sound Rivers is committed to the goal of environmental justice and equity for all people in our watershed. We recognize the benefits and impact of diverse leadership, building of trust in impacted communities, and programs that are inclusive to ensure we serve the needs of all those communities within the Neuse and Tar-Pamlico river basins.

### **Essential Duties and Responsibilities**

- Identify and evaluate ongoing environmental justice, water quality and habitat issues related to the health, protection and restoration of the Tar-Pamlico River basin.
- Build a strong voice for the Tar-Pamlico watershed by mobilizing local residents, educating decision makers and the public.
- Monitor for illegal pollution and other threats to the river; help resolve pollution issues and hold polluters and regulatory agencies accountable.
- Work with the executive director and other staff to develop and implement goals, strategies, timelines and action plans for specific issues, campaigns and projects.

- Work with the ED and Communications Director to develop materials related to the river, including fact sheets, videos, op-eds, and blogs to educate and mobilize Sound Rivers members and the general public; and engage with the media to elevate and address issues affecting the river and communities.
- Develop effective working relationships with partner organizations, media, regulatory agencies, community and business leaders, civic organizations, and residents to achieve organizational goals, raise awareness and facilitate the protection and restoration of the river.
- Represent Sound Rivers, the interests of the river and communities at public hearings and on task forces, committees, appointed boards or commissions, and stakeholder groups involving the establishment of important permits, rules, regulations and policies.
- Work with Sound Rivers' development team to raise support for the Pamlico-Tar Riverkeeper program, including cultivating new members/donors and identifying grant opportunities, as well as supporting events to engage existing and prospective members/donors.
- Bring leadership attributes of integrity, transparency, equity, and inclusion to contribute positively to a passionate, hardworking, efficient, and collegial team.
- Other duties as needed or required.

### **Critical Job Skills / Experience**

- A bachelor's degree or equivalent experience in the environmental or related field.
- Three years of professional experience in a similar role in the environmental, water or water policy sectors.
- Demonstrated personal or professional passion for Sound Rivers' mission to protect the Tar-Pamlico and Neuse rivers and knowledge of environmental justice issues affecting eastern North Carolina.
- Strong analytical and problem-solving skills to evaluate issues and identify effective solutions and courses of action.
- Strong communication skills to clearly and effectively articulate complex issues and technical information to a diverse audience.
- Proven leadership skills with the ability to motivate and work with a diversity of people.
- Experience and comfort being on the water, and if not already certified, eagerness to learn to safely operate Sound Rivers' motorboats.
- Ability to independently problem-solve, make key decisions, and build collaborative partnerships with colleagues. Ability to exercise sound judgment and reflect organizational values in settings where competing viewpoints are present.
- Strong team ethic and integrity, with a desire to play a leadership role at a collaborative, inclusive, and highly effective organization.
- Be able to withstand controversy and effectively confront and negotiate with government officials, commercial interests, and policymakers in a professional manner.
- A current driver's license with clean driving history, satisfactory passage of criminal background check.

### **Preferred**

- Multilingual and multi-cultural or cross-cultural experience.

- Experience working in advocacy and/or community organizing with a grassroots organization.
- Previous experience lobbying or working with elected officials.
- Lived experience in North Carolina or the Southeastern US.

### **Equal Employment Opportunity**

Sound Rivers is an equal opportunity employer and does not discriminate on the basis of race, color, religious affiliation, sex, gender identity, age, national or ethnic origin, disability, sexual orientation, marital status, or any other characteristic protected by state or federal law. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Sound Rivers will be based solely on merit, qualifications, and skillset. Sound Rivers is committed to a diverse, equitable, and inclusive workplace where we learn and work together to protect the Rivers. We strongly encourage applicants from underrepresented backgrounds in the environmental movement to apply.

### **Compensation, Benefits, and Values**

This is a full-time, exempt position reporting to the Executive Director. The hiring range is \$49,000-\$52,000 depending upon experience and abilities. Sound Rivers offers a comprehensive benefits package that includes paid vacation, personal, holiday, and sick time; health, vision, and dental insurance; and a tax-deferred retirement plan. Health, dental, and vision premiums are covered at 100% for employees. Sound Rivers places the highest value on its employees and employee retention and is committed to continuously building on our collaborative and flexible workplace environment. We value a healthy work-life balance and offer opportunities for staff development.

### **Physical Demands and Schedule**

Requires monitoring by air, water and land with frequent travel within the Tar-Pamlico watershed with occasional travel out of state and overnight. Hours can be non-traditional and includes occasional evening and weekend work. Job duties include physical activity such as walking, hiking or paddling, and require ability to load and carry materials and equipment — some weighing at least 50 pounds — for research, programs and events.

### **Applications**

If you are interested in this position and meet a majority of the essential qualifications, please send a cover letter and resumé in PDF format to [jobs@soundrivers.org](mailto:jobs@soundrivers.org), subject line “YOUR LAST NAME, Pamlico-Tar Riverkeeper.” If your materials indicate a potential match for our requirements, we will contact you. References will be requested from candidates chosen for interviews. Please, no phone calls or emails to the office regarding this opening. Position open until filled. The anticipated start date is September, 2023.