

Associate Director, Central Floodplains Conservation

Conservation - Central Region, Missouri (Remote)

JOB TITLE: Associate Director, Floodplains Conservation

POSITION CLASSIFICATION: Associate Director II

SALARY BAND: B/C

REPORTS TO: Central Region Director

LOCATION: Central Region; remote in IA, MO, or western IL

ABOUT AMERICAN RIVERS:

[American Rivers](#) is championing a national effort to protect and restore all rivers, from remote mountain streams to urban waterways. Healthy rivers provide people and nature with clean, abundant water and natural habitat. For 50 years, American Rivers staff, supporters, and partners have shared a common belief: Life Depends on RiversSM.

The beauty of rivers is that they connect all people and communities – including within our organization. The life experiences, knowledge, innovation, and talent that different people bring to our work provides perspectives, experiences, and competencies which are critical to

our effectiveness in protecting wild rivers, restoring damaged rivers, and conserving clean water for people and nature.

JOB SUMMARY:

The successful candidate for this position will be American Rivers' primary Central Region staff member in Iowa, Missouri and portions of Illinois focused upon: developing conservation partnerships, building successful floodplain conservation programs, identifying federal and state policy needs, and implementing on-the-ground projects focused on floodplain restoration and reconnection, river health, and biodiversity. They will partner and coordinate with federal, state, non-profit, and other conservation partners, including river communities, Tribal nations, and private landowners, to achieve these goals.

The primary geographic focus for this position will be the floodplains of the Missouri and Mississippi Rivers and their tributary rivers within Iowa, Missouri, and Illinois. They will also act as American Rivers' point-of-contact for any new potential program growth along other reaches of those two river systems. This position further has additional responsibility for supporting project and programmatic fundraising in collaboration with other American Rivers' staff across the organization.

PRINCIPAL RESPONSIBILITIES:

- Identify, prioritize, develop, and manage floodplain restoration and reconnection projects to help achieve ARs' organizational goal of 100,000 acres of floodplains restored nationally by 2030.
- Work with relevant AR staff and conservation partners to identify, pursue and acquire public and private funding to support programs and projects
- Manage program administration, funding proposals and project budgets, including: writing grant proposals, administering grant funds, preparing consultant and contractor documents, and managing contracts and invoices.
- Build and maintain relationships with key conservation partners and funding supporters to proactively identify and pursue opportunities to build new relationships to promote river restoration efforts in alignment with AR's Strategic Plan goals.
- Lead the implementation of Integrated Floodplain Management campaigns in Iowa and Illinois, in coordination with AR's national Floodplain Restoration team and state partners.
- Participate in program partnerships and conservation coalitions focused on floodplain restoration, protection, and reconnection, bottomland hardwood reforestation, and other conservation practices along the Missouri and Mississippi Rivers and their tributaries in IA, MO, and portions of IL; may also include eastern portions of SD, NE, and KS.
- Develop and grow relationships with the river communities to assess flooding and clean water issues and needs, expand their conservation networks, and provide the resources necessary for them to identify solutions.
- Be an active teammate with AR's National Floodplain and Clean Water Communities of Practice, Government Affairs staff, and other Central Regional staff; engaging in team meetings, collaborating with colleagues on project ideas and approaches, participating in team retreats, and supporting organizational strategies and planning efforts.
- Advance floodplain conservation in the Central Region through outreach and multimedia communication, including producing materials for articles for both technical and general audiences, press releases and other communications and media pieces.
- Represent AR by attending and/or speaking at relevant conferences, workshops, and other events.

MINIMUM QUALIFICATIONS:

- No less than 5 years of experience in the conservation field, specifically related to floodplain restoration, protection, and reconnection within the Mississippi River Basin
- Experience developing and leading floodplain restoration projects, including those that prioritize nature-based solutions in their planning, design, and implementation
- Experience with floodplain protection programs and tools, such as federal designations, state classifications, public or private conservation easements, or other long-term protection techniques

- Experience in fundraising and coordinating project and program budgets, including writing proposals, administering grants, managing consultants and sub-grantees, and coordinating with other staff.
- Knowledge of federal and state programs applicable to floodplains conservation, such as those administered by the U.S. Army Corps of Engineers or Natural Resources Conservation Service
- Strong oral and written communications skills, willingness to support external communications efforts, highly organized, and able to meet deadlines independently.
- Possess initiative and creativity, with the ability to independently identify both new conservation program opportunities and improvements to AR operations in innovative ways.
- Team player with demonstrated ability to work effectively with colleagues to advance an organization's broader goals, including via phone and video conference.
- Given the geographic expanse, occasional daily and overnight travel will be a required component of this job.

Candidates who are unsure if they meet all minimum qualifications or who have transferrable skills and experience beyond the conservation sector are encouraged to apply.

LOCATION

This position is located within American Rivers' 10-state "Central Region", focused on the Missouri and Mississippi Rivers and their tributaries. The successful candidate must be able to work from a home office located within either Iowa, Missouri, or the western half of Illinois

COMPENSATION

American Rivers offers marketable compensation that reflects the qualifications and experience of the selected candidate. The salary range for this position is \$68,719-\$91,659, annually, depending on experience and qualifications. We provide a comprehensive Total Rewards package to our full-time, regular employees, including:

- Health and Wellness: Medical, dental, vision, long-term and short-term disability, and life insurance.
- Financial Security: After one year of service, American Rivers begins contributing a 3% employer contribution. There is no vesting schedule for employer contributions as employees are 100% vested upon participation.
- Time Off: Four weeks of paid leave, eleven paid holidays, three floating holidays, and sick leave.

At American Rivers, we are committed to supporting our employee's well-being, professional growth, and financial security, ensuring they can thrive both at work and in life

COMMUNITY AND OPPORTUNITY

- At American Rivers, our core values drive everything we do – we Lead with Collaboration and Trust, Infuse Equity and Justice, Deliver Results, and Ensure Staff and Volunteers Thrive. We are

committed to fostering a workplace where employees feel valued, supported, and empowered to make a difference.

- Our culture prioritizes work-life thriving through Focus Fridays (no internal meetings), professional development opportunities, a home office stipend and our comprehensive leave policies, including sabbatical leave (every seven years) and paid parental leave (six weeks w/ one year of service).
- We also ensure leadership stays connected to staff needs through an internal advisory group, fostering open communication and continuous improvement.
- At American Rivers, our people are our strength, and we are dedicated to building a thriving, inclusive workplace where everyone can grow and contribute to our mission.

American Rivers is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request this document in an alternate format or to request reasonable accommodation, please contact the Human Resources department at 202-243-7040 or recruitment@americanrivers.org. Please note that one week's advance notice is preferred.

Applicant must be legally allowed to work as an employee in the United States.

American Rivers is an Equal Opportunity Employer.

Candidates of all personal and professional backgrounds are encouraged to apply.