



# COPPER RIVER WATERSHED PROJECT

## Position Profile

Executive Director | Copper River Watershed Project | Cordova, Alaska

### The Position: Executive Director

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Copper River Watershed Project seeks an experienced leader to serve as its next Executive Director. This is a chance to live and work in one of the last intact salmon strongholds in North America, continuing our 25-year commitment to projects which diversify the region's economy while sustaining its resource base and cultural heritage. The ideal candidate has a background in nonprofit management, demonstrated community convening, a deep understanding of natural ecosystems, and a commitment to watershed sustainability. The Executive Director;

- Leads a committed staff,
- Manages the financial health of the organization,
- Cultivates and nurtures stakeholder and partnership relationships,
- Directly participates in fund development,
- Is the public face of the organization,
- Works directly with the Board to fulfill **CRWP's mission to support a salmon-rich intact watershed and culturally diverse communities by forming partnerships for watershed-scale planning and projects.**

This is an opportunity for a versatile, highly motivated individual to make a difference at a local level and at a vast landscape-scale, in a dynamic position with opportunities for creativity, strategic thinking, boots-on-the-ground field work, and community engagement. CRWP is a leading fish passage nonprofit in the state with National awards from federal partners for habitat restoration work and for being an outstanding partner; setting the gold standard for federal, state and Tribal partnerships.

### The Organization

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Since 1998, the CRWP has worked to bring resources and support salmon and critical salmon habitat, inspire adults and youth through outdoor education and to foster stewardship of the lands through invasive plant management, waste management and public working groups. While the office is based in Cordova, Alaska, CRWP serves an area of 26,500 square miles in and around the Copper River. The area encompasses Wrangell-St. Elias National Park, the largest national park and preserve in the U.S., the easternmost section of the Chugach National Forest, and BLM lands in the interior as well as on the coast. The Copper River system includes the well-known tributaries of the Gulkana, Klutina, Chitina, Tazlina, Gakona and Tonsina Rivers along with hundreds of smaller rivers and lakes.

### The Leadership Opportunity

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Copper River Watershed Project seeks an Executive Director who can successfully support and build upon the organization's growing operations budgets and projects across the watershed, while fulfilling CRWP's strategic priorities, and strengthening the organization's relationships with its



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stakeholders. The ideal candidate has a background in nonprofit management, demonstrated community convening, and a commitment to watershed sustainability.

## Key Responsibilities

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The Executive Director is the internal driver and external face of the organization, providing leadership of Copper River Watershed Project, staying focused on CRWP's core purpose of sustainability of watershed and communities and overseeing its day-to-day affairs. Specific responsibilities include:

- Support a strong Board of Directors. Seek and build board involvement with CRWP strategic direction. Communicate effectively with the Board and provide all information necessary for the Board to function properly and to make informed decisions.
- Expand revenue generation and fund development activities to support existing program operations and regional expansion.
- Deepen and refine all aspects of communications with the goal of engaging watershed communities and establishing a stronger position for the organization.
- Use external presence and relationships to garner new opportunities and raise awareness of CRWP.
- Responsible for the fiscal integrity of CRWP, to include submissions of a proposed annual budget and monthly financial statements to the Board
- Ensure ongoing programmatic excellence, including effective systems to evaluate program components and track strategic plan goals. Recommend timelines and resources needed to achieve success.
- Lead, coach, develop, and retain CRWP's high-performance staff.
- Other duties as assigned.

## Application Process

Salary: \$90-\$120,000.00 annually commensurate with qualifications and experience. To apply, send an email with a cover letter detailing qualifications, and vitae/resume (email applications are required). For questions, contact Matt Piche, Board Chair, [crwp@copperriver.org](mailto:crwp@copperriver.org).

Communications will be treated with confidence and resumes will be accepted until the position is filled.

**Copper River Watershed Project is an equal opportunity employer. Benefits information available upon request. Up to \$10,000.00 in Relocation costs reimbursed (with 2-year contractual commitment).**