



RECRUITMENT REDEFINED.

**Friends of the Verde River
Deputy Executive Director
Arizona's Verde Valley Region - hybrid**
<https://verderiver.org/>

Company Description:

Friends of the Verde River implements on-the-ground projects, facilitates regional coordination, and informs statewide policy from the local perspective. Over the past decade, Friends has grown into an organization with 12 professionals and 100+ volunteers implementing conservation in the Verde Watershed at a landscape scale.

Mission Statement: To live in a world with a healthy, flowing Verde River system.

Programs & Services:

- Habitat Restoration
- Sustaining Flows
- Stewardship and Community Engagement
- Finance and Operations

Position Description:

The Deputy Executive Director (DED) oversees and directs all habitat restoration and water conservation programs, projects, and partnerships within the organization. Key responsibilities include planning, managing, and fiscal accountability for programs that support the organization's 2025 – 2027 Strategic Plan.

This role is responsible for developing, managing, and implementing the Habitat Restoration Program, including land and aquatic restoration, species conservation, water quality monitoring and invasive species management, as well as managing the Sustaining Flows Program which is a water conservation program for homes and businesses. The DED provides day-to-day coordination between these two programs and the Stewardship and Community Engagement team and the Finance and Operations team. The DED supports the Executive Director in promoting collaboration with government agencies, nonprofit organizations, businesses, landowners, and the public to enhance ecosystem health, biodiversity, and resilience.

Reports to: Executive Director – David Gressly

Currently oversees 2 Direct Reports:

- Program Manager – Habitat Restoration
- Program Manager – Sustaining Flows

Key Responsibilities

1. Strategic Planning and Program Management
 - Develop and implement a strategic plan for habitat, focusing on priority areas and species and a strategic plan for the water conservation program.
 - Lead on the development and monitoring of the Verde River Watershed Report Card, which scores the state of the watershed in terms of quality indicators for water, habitat, and the local community.

- Lead on the thematic development, preparation and management of the biennial State of the Verde Watershed Conference.
- Oversee program management from concept to completion, ensuring timelines, budgets, and deliverables are met.
- Manage program budget development.
- Manage program contracting including preparation of requests for proposals, submission of contract requests to the Executive Director and management of contractors once contracts are established.

2. Stakeholder Engagement and Partnerships

- Build and maintain relationships with government agencies, nonprofits, businesses, academic institutions, private landowners, and local communities.
- Lead community outreach and engagement efforts to educate the public on habitat restoration and the water conservation program.
- Secure grants and manage donor relationships in support of restoration projects and water conservation.

3. Technical Oversight and Field Operations

- Supervise the planning and execution of habitat restoration activities, such as reforestation, invasive species removal, erosion control, native species planting, low impact development, and the water conservation program.
- Ensure that field operations meet environmental and safety standards.
- Use data and field assessments to evaluate habitat conditions and water conservation efforts and use findings to adapt and improve restoration and conservation techniques.

4. Team Leadership and Development

- Lead, train, and mentor a team of specialists, scientists, technicians, and interns.
- Foster a collaborative work environment and ensure team members have the resources they need.
- Manage and review the performance of restoration and water conservation staff.

5. Research and Data Analysis

- Design and oversee research studies to assess restoration progress and ecological outcomes.
- Analyze data from field studies and projects to inform future efforts.
- Publish findings in scientific journals and present at relevant conferences.

Requirements (Education & Experience)

- Bachelor's or Master's degree in environmental science, ecology, natural resources management, or a related field.
- Minimum of 7-10 years of experience in habitat restoration, conservation, or a similar field.
- Proven experience in project management, grant writing, and budget management.
- Strong knowledge of restoration techniques, native plant communities, and invasive species control as well as appropriate water conservation methods.
- Excellent interpersonal, communication, and leadership skills.
- Proficiency in GIS and other data management or mapping software is preferred.

Work Conditions

- Combination of office and field work may involve extended periods outdoors and in varying weather conditions.
- Regular travel to restoration sites and partner locations.

Location: Hybrid

Why consider the opportunity?

- This role is ideal for a skilled environmental leader with a passion for conservation and habitat restoration, dedicated to making a tangible impact on ecosystems and wildlife.
- Opportunity to lead teams and programs that already have a reservoir of goodwill in the beautiful Verde River Valley.
- This well-respected organization is recognized as a champion who is doing the work to remove invasive species, keep the river clean and flowing, and organize educational programming like the Otter Spotter and Bio Blitz programs.
- Collaborate with residents, organizations, conservationists, and government entities to keep the river healthy and flowing.

"The more we learn about the Verde River, the more opportunities we have to save it."



"In nature, nothing is perfect, and everything is perfect. Trees can be contorted, bent in weird ways, and they're still beautiful." ~ Alice Walker

For more information, please contact:

Colleen Neese
Practice Director
602-802-8329
cneese@duffygroup.com

Beth Christensen
Senior Executive Recruiter
602-612-5586
bchristensen@duffygroup.com