PRESIDENT/CEO
Washington Metropolitan Area
Since its founding in 1989, the Anacostia Watershed Society has worked to attend to the environmental needs of the Anacostia River and its watershed communities. Over the past 32 years, AWS has grown and developed from a small group of concerned individuals into an award-winning $3 million non-profit that is deeply involved in a cause that affects many different communities within the 176 square mile region of the Washington, D.C. metro area. The Society has a staff of 16 and is based in Bladensburg, Maryland, with additional working space in the District of Columbia.

As part of its mission, the Anacostia Watershed Society is invested in local areas, working with schools and students throughout Washington, D.C. and Montgomery and Prince George’s counties, engaging them in an experience that educates them through hands-on service and allows them to play a part in the continuing improvement of the Anacostia Watershed. In addition, AWS serves as a voice for the river; advocating for and actively involving itself in policies, actions, and programs that protect its ecological health, improve water quality, and work to mitigate the negative effects of stormwater, bacteria, and trash.

Throughout AWS’s existence, much progress has been made. The river has been subjected to heavy pollution for centuries and considered unfit for fishing and swimming for decades. It was once a river of floating trash and the wetlands had been almost entirely destroyed. With the work of AWS and other committed stakeholders, we are now at a point where it is possible to look away from past devastation and focus on the future. The organization works towards a “Waterway to 2025” and envision a future in which the river is swimmable and fishable by 2025 and beyond.
Anacostia Watershed Society’s Programs and Departments

Public Policy and Advocacy

AWS leads, convenes, and participates in collaborative efforts to develop and implement watershed-wide plans to reduce stormwater runoff and eliminate sewage/bacteria/nutrients, trash, sediment, toxics, and other pollutants in the Anacostia River. We advocate for and pursue federal, state, and local laws, regulations, and funding to reduce contaminants in the river. As members of the Choose Clean Water Coalition, the Leadership Council for A Cleaner Anacostia River, and the Anacostia Watershed Restoration Partnership, among other collaborative groups, we work to achieve our advocacy goals through coalition building and partnerships. AWS is a key voice among nonprofit, governmental, and private stakeholders when decisions are being made about the Anacostia River.

River Restoration Projects

AWS advocates for and works with partners to restore the ecological health of the river. We educate, demonstrate, and engage the public in sustainable solutions that foster a clean river with healthy and vibrant communities by building deeper connections to the river among communities in the watershed.

❖ **Community-Based Restoration:** AWS works with thousands of volunteers each year to reduce contaminants, such as trash, in the river; restore the natural conditions of the river by creating forest, meadow, and wetland habitat, and reintroducing freshwater mussel and American shad populations; and install systems in the built environment that mimic natural processes, like rain gardens and green roofs, to reduce stormwater pollution.

❖ **Education:** AWS engages residents of all ages in meaningful educational programs where participants learn about their local environment through hands-on educational experiences and become part of an on-going effort to protect and restore the Anacostia River and its watershed communities. Our in-school and out of school programs, such as Rice Rangers and Saturday Environmental Academy, reach 4,000 youth per year. We also engage and empower adults through our Watershed Stewards Academy and Master Naturalist Programs to become active stewards and advocates of the watershed. The President/CEO will lead in the shaping and realization of a new environmental education center that AWS will operate on the 11th Street Bridge Park in Washington, DC.

❖ **Recreation:** AWS engages community members of all ages in recreational activities in the watershed to increase their awareness of the river, foster their enjoyment of nature, and motivate them to further their stewardship of the river. The President/CEO leads and engages in hundreds of boat tours each year to showcase and connect stakeholders to the river, its challenges and needs.

Development and Operations Department

AWS’ Development and Operation Teams work with and support the President/CEO to secure and ensure sustainable organizational operations so that the organization has the capacity, funding, resources, and systems to restore the Anacostia River. Under the leadership of the President/CEO, AWS’s goal is to be a “Great Place to Work.”
The Anacostia Watershed Society (AWS) seeks a visionary and strategic leader to serve as its full-time President/Chief Executive Officer. The President/CEO, working collaboratively with the Board of Directors and the staff Leadership Team, is responsible for advancing AWS’s mission, and establishing and successfully implementing a forward-looking vision and strategy. The President/CEO is the lead external representative and ambassador of the organization who builds strategic relationships and partnerships, and secures funding and other resources to ensure the continued long-term sustainability of the organization. The President/CEO also directs and implements the organization’s public policy and advocacy work to ensure that governmental policies, regulations, funding, and actions are secured to protect and restore the Anacostia River and its watershed. The President/CEO will be instrumental in the visibility and expansion of AWS’ programs and services upon the completion of the 11th St Bridge Park, which will feature an environmental education center run by AWS.

The President/CEO is integral to the success of the organization. This is an exciting opportunity to lead a dedicated and passionate team in engaging diverse communities, partners, and other stakeholders to deliver on our mission to protect and restore the Anacostia River and its watershed for the benefit of all living in its watershed and for future generations.

**Strategic Planning:** Work with the Board of Directors and staff Leadership Team to oversee all strategic planning and implementation

**Development:** Working with the Director of Development, set the strategy for and oversee the organizational fundraising plan, identifying and capturing general funding opportunities as they arise and proactively identifying and securing new and significant sources of funding.

**Advocacy:** Support advocacy efforts promoting a fishable and swimmable Anacostia River by 2025, to include key advocacy goals including a reduction of trash, the improvement of water quality, and controlling sediment levels in the river.

**Communications:** Serve as the lead external representative for the organization to the media, institutional partners, and the public while providing strategy and content for the Communications Team.

**Board Engagement & Governance:** Identify, recruit, and engage with a diverse group of Board members and other stakeholders, working with the various committees to advance AWS’s mission.

**Coalition:** Working in collaboration with the Board of Directors, build the organization’s capacity to identify and incubate new partnerships and collaborations.

**Internal Leadership:** Manage two direct reports and an overall staff of 16. Foster a diverse and inclusive culture, leading by example with integrity and inspiring each staff member to perform their tasks to their fullest potential.

**Operations:** Ensure the overall operational health of AWS, ensuring financial health and mitigating risks; ensure all AWS projects operate on schedule and align with AWS’s overall mission and vision.
The President of the Anacostia Watershed Society will be a visionary and strategic leader capable of leading a dedicated and enthusiastic staff toward substantive change. An able relationship builder, the President will be prominent among the community that lives along the Anacostia River and will serve as a representative for the River and AWS when key decisions affecting the Anacostia are made. The ideal President will be passionate about the environment, communicating a clear vision of future success to stakeholders, constituents, and potential future partners. Desirable characteristics include:

**Background, Skills, & Accomplishments**

- History of leading a non-profit organization into the future through fundraising, advocacy, operations, and a clear vision for forward growth.

- Strong passion for the environment and ability to speak knowledgeably about issues affecting watersheds and wetland habitats.

- Ability to work with and elicit respect from environmental leaders in the local and national community while fostering support for the organizational mission and initiatives.

- Experience identifying and building external relationships that lead to financial opportunities for an organization; comfortable in directly soliciting potential funding partners.

- Ability to work with community leaders as well as local, state, and federal government entities to further an organization’s mission.

- Experience working for an organization that actively advocates for change; comfortable being a strong voice at the table when impactful decisions are being made.

- Understanding of the communities that live in the Anacostia Watershed; skill and enthusiasm in working with community leaders to effect meaningful change in the lives of those living in the Watershed.

- Strong commitment to the principles of diversity, equity, and inclusion and appreciation for the value diverse voices bring to the table.

- Excellent organizational skills with the ability to oversee multiple projects and departments; strong skill in prioritizing projects.

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Search conducted by Development Resources, inc. www.driconsulting.com
Compensation for this role will fall in the range of $120,000 - $150,000.

Questions, resumes, and CVs should be sent to search@driconsulting.com

DRi is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

The Anacostia Watershed Society is an equal opportunity employer. We welcome qualified applicants of all races, ethnicities, physical abilities, gender identities and sexual orientations. AWS offers competitive salaries and excellent benefits.