



St. Johns Riverkeeper - Job Description

St. Johns RIVERKEEPER, Inc. is a non-profit advocacy organization for the entire 310 miles of the St. Johns River and its 9,000 square mile watershed. We are seeking a St. Johns Riverkeeper to oversee and execute its issue-based advocacy programs. The St. Johns Riverkeeper is a key leadership role, responsible for advancing the organization's mission to "defend the St. Johns River and advocate for its protection." The position combines expertise in environmental science and policy, strategic planning, public relations and communications. The St. Johns Riverkeeper is the organization's chief advocate and voice for the river, ensuring the best interests of the St. Johns and residents of the watershed are represented in decisions that may impact its health, rules and regulations are protective and enforced, polluters are held accountable, and threats (both imminent and emerging) are adequately addressed.

Title: St. Johns Riverkeeper

Reports To: Executive Director

Hours: 40+ hours/week. Must be flexible to work weekends, evenings, and extended hours, and travel when necessary.

Compensation: Anticipated salary of \$75,000 - \$85,000 with additional benefits.

Responsibilities:

- Identify and prioritize on-going water quality, water quantity and habitat issues and threats related to the health, protection, and restoration of the St. Johns River.
- Routinely inform the public about river-related issues through press conferences and interviews with the media, letters to the editor, e-mails to members, webinars, education programs, newsletters and reports, and speaking engagements.
- Identify and advocate for policies and solutions to protect and restore the river.
- Develop and implement goals, strategies, programs and action plans for specific issues, advocacy campaigns, and projects throughout the watershed.
- Manage advocacy staff members and the Advocacy Programs portion of the organization's annual budget.
- Track and monitor issues/threats/permits that may impact the health of the river, assessing the need for possible action or involvement by St. Johns Riverkeeper.
- Investigate and take appropriate action to help resolve pollution events and hold polluters and regulatory agencies accountable.

- Oversee research and data collection to support the evaluation, prioritization, and monitoring of issues.
- Work with St. Johns Riverkeeper legal advisors and Executive Director to assess issues and make recommendations to the Board that may require potential legal actions.
- Develop effective working relationships with media, scientists, regulatory agencies, governing bodies, community and business leaders, civic organizations, and other stakeholders to achieve organizational goals, raise awareness, and facilitate the protection and restoration of the river.
- Actively attend key meetings and participate in the decision-making process involving environmental permits, rules, regulations, and policies that affect the health and well-being of the river.
- Work closely with the Executive Director to develop and track key metrics, assist with grant writing and reports and donor engagement.
- Build and strengthen partnerships and serve as a liaison between St. Johns Riverkeeper and other local, state and national organizations (such as St. Johns River Water Management District, Florida Department of Environmental Protection, Waterkeeper Alliance, Waterkeepers Florida, Reunite the Rivers Coalition, etc.).
- Attend Board of Director meetings and routinely provide updates to Board members regarding river issues and advocacy priorities of the organization.

Desired Skills, Experiences and Personal Characteristics

- Demonstrated commitment and passion for the protection of the environment.
- Ability to withstand controversy and effectively confront and negotiate with government officials, commercial interests, and policymakers in support of the positions of St. Johns Riverkeeper and the interests of the St. John River.
- Significant nonprofit advocacy experience.
- Knowledgeable of environmental policy, environmental laws and regulations, the regulatory process, and Florida water issues (preferably those associated with the St. Johns River watershed). Experience with environmental litigation is a plus.
- Ability to understand and navigate complex scientific, political, and regulatory issues and processes.
- Exceptional communication skills (public speaking, writing, and interpersonal), with the ability to clearly and effectively articulate complex issues and technical information to diverse audiences.
- Proven leadership skills with the ability to motivate and work with a diversity of people, including staff, Board members, volunteers, scientists, attorneys, government officials, community leaders, St. Johns Riverkeeper members, and the general public.
- Strong analytical skills with the ability to thoroughly evaluate problems and issues and identify effective solutions and courses of action.

- Proven strategic planning skills with the ability to develop effective goals and plans with measurable objectives.
- Working knowledge of boating operations and seamanship is a plus.

Qualifications: The ideal candidate will have at least five years of relevant experience with a proven track record of effective leadership and success in resolving complex problems and issues. Candidates should have an undergraduate degree, preferably an advanced degree, in a field relevant to the responsibilities of the position. Candidates will be expected to have strong computer and analytical skills and substantial experience with strategic planning and the measurement of objectives. Excellent communications skills, both written and oral are required, as well as the ability to motivate and inspire staff and stakeholders. The successful candidate will be creative, diplomatic, well-organized, and decisive and must possess strong interpersonal skills and leadership capabilities. A passion for environmental protection and a commitment to the mission and goals of the organization are essential. Knowledge of the St. Johns River and the issues impacting its health are a plus.

St. Johns Riverkeeper is an equal opportunity employer. The organization prohibits discrimination with respect to the hiring or promotion of individuals, conditions of employment, disciplinary and discharge practices or any other aspect of employment on the basis of sex, race, color, age, national origin, religion, disability, marital status, sexual orientation, gender identity, pregnancy or veteran status.

Candidates with relevant experience should submit their resume and a letter of intent in PDF format to info@stjohnsriverkeeper.org. We will accept resumes until the position is filled. Anticipated start date of February 2027.

For more information about St. Johns Riverkeeper, visit our website at www.stjohnsriverkeeper.org.