



**JOB POSTING:  
Executive Director  
Berkeley, CA  
November 30, 2010**

International Rivers is accepting applications for the position of Executive Director. International Rivers seeks a proven, passionate, and dynamic Executive Director who has a keen sense of the urgency of the threats to rivers and communities – as well as the need for sustainable solutions – and is ready to take on this challenge with enthusiasm, strategic vision, creativity, and bold tactics.

Celebrating its 25th year, International Rivers is recognized as one of the world's leading advocacy organizations working to defend healthy rivers and the rights and livelihoods of the communities that depend on them. We oppose destructive large dams and the development model they advance, and encourage better ways of meeting people's needs for water, energy and protection from damaging floods.

Through research, advocacy and education, including lobbying international and governmental institutions, International Rivers works to improve national and international policies and practices; influence the activities of private companies; support local campaigns to halt river development projects that harm communities; integrate river protection into climate change strategies; and promote just and sustainable water and energy solutions. We work to ensure transparency and accountability in decision-making and to increase the influence of affected communities.

To achieve our mission, we collaborate with a global movement of dam-affected communities, environmentalists, human rights advocates, and other experts and partners. We work in key river basins that are under threat, including the Amazon, the Mekong, the Indus, the Tigris-Euphrates, and the Nile, among others.

International Rivers has 26 staff located in the United States, Africa, Europe, South America, and South and Southeast Asia and an annual budget of approximately US\$2 million.

More information about our work can be found on our website, [www.internationalrivers.org](http://www.internationalrivers.org).

**The Role of the Executive Director**

The Executive Director is the chief executive officer of International Rivers, responsible for the overall management, direction and financial well-being of the organization. The Executive Director is hired by the Board of Directors and reports to the Board. She or he supervises the senior management team and serves as an *ex officio* member of all standing committees of the Board of Directors.

International Rivers is organized as a non-profit under California and federal law, with an executive director and senior managers with significant decision-making responsibilities. The Executive Director strives for transparency and consensus in decision-making, and is committed to an organizational culture of openness and personal initiative. All staff are expected to operate with the highest degree of integrity, responsibility, creativity and professionalism. The Executive Director is responsible for both fostering and embodying these values to ensure the health and effective performance of the organization.

### General Responsibilities

The Executive Director is responsible for ensuring the alignment of International Rivers' programs with its mission, vision and goals. She or he oversees the process of establishing program priorities and coordinates the work of all departments to ensure harmonious and efficient implementation of International Rivers' programs and policies.

The Executive Director is responsible for the financial well-being of International Rivers, ensuring that adequate funds are raised to implement its programs and that available funds are effectively and efficiently used to promote International Rivers' mission and vision.

The Executive Director is responsible for maintaining International Rivers' positive reputation with all our stakeholders, and ensuring that International Rivers adheres to the highest standards of professional conduct at all times.

### Specific Responsibilities

--Leads International Rivers staff in developing the vision and strategy of the organization and in the achievement of its mission and goals. This includes communicating a clear and compelling strategy to funders, staff, partner organizations, the media and the public.

--Oversees the review, updating and execution of the strategic plan approved by the Board of Directors (every five years).

--Manages and empowers staff. Builds an organizational culture that attracts, sustains, supports and motivates a diverse group of highly committed and talented staff. Ensures that no undue personal risks are taken in implementing campaign objectives.

--Works with the Development Team to develop annual fundraising goals and oversees implementation of strategies to achieve them. Plays an active, leading role in engaging with current and prospective institutional and individual donors.

--As an integral part of developing International Rivers' public communications strategy, serves as a chief spokesperson of the organization and enables and supports other staff to represent International Rivers to the outside world through online communications, publications, speaking engagements, international and regional events, and media outreach.

--Oversees and helps develop appropriate personnel policies and procedures for staffing and

compensation, including International Rivers' staff performance-management system, and has ultimate decision-making authority in personnel matters that cannot be resolved at other levels in the organization; approves the hiring and termination of all personnel.

--Ensures that systems are in place to monitor International Rivers' financial status in an accurate and timely manner; oversees preparation of the annual budget and financial reporting to the Board of Directors; ensures that no undue financial risks are taken; has decision-making authority in financial matters that cannot be resolved by staff at other levels in the organization.

--Maintains a productive and mutually supportive working relationship with the Board of Directors, ensuring that the Board has all necessary information and resources to conduct its business.

--Works with the Chair(s) of the Board and the Assistant to the Executive Director to coordinate Board meetings and prepare agendas for the meetings.

--Helps identify and strengthen opportunities for strategic collaboration with partner organizations, including non-governmental organizations, dam-affected communities, researchers and academics, businesses, philanthropists, and media and communication organizations, among others.

#### Required Qualifications

This is an influential and high-profile position in the national and international environmental community. The ideal candidate will have the following qualifications:

--At least five years' experience in executive-level management of a nonprofit organization, including financial management and strategic planning, and an orientation towards catalyzing innovative and progressive social change.

--At least five years' experience in conducting successful, high-level fundraising activities of at least \$1 million, including but not limited to major donor and foundation solicitations.

--Highly effective in communications and public outreach, including high-quality writing and public-speaking skills.

--Demonstrated and well-respected expertise in international policy advocacy in at least one of International Rivers' primary program areas (environment, human rights, international development or campaign organizing).

--Demonstrated leadership capabilities and an inspiring and collaborative leadership style that engages the support and talents of the staff, leads by example, facilitates consensus decisions, and encourages creativity and productive, high-quality work.

-- Demonstrated commitment to all the values embodied in International Rivers' statement of vision and values, including equity, diversity, accountability, inclusiveness, creativity and

courage, among others; and demonstrated understanding of the principles of environmental and social justice.

--Demonstrated commitment and capacity to build effective teams among a culturally and geographically diverse staff working in multiple countries with varying legal, political, and economic contexts. Willingness and availability to travel internationally.

--Authorized to work in the US. The position is located in Berkeley, CA, USA.

#### Additional Preferred Experience

--Thorough understanding of international environmental and human rights issues and the cultural and policy environments in which they arise, including international politics, finance, infrastructure development, and sustainable human development issues.

--Higher educational degree in a related field, such as development studies, geography, political science, anthropology, economics, environmental studies, or engineering.

--Experience living and working in a developing country.

--In addition to fluency in English, additional language skills a plus (Spanish, French, Portuguese or Mandarin).

#### Compensation and Application Process

Salary will be commensurate with experience. In addition, International Rivers offers excellent benefits, including generous vacation and paid sabbatical leave.

International Rivers is an Equal Opportunity Employer and encourages applications from all qualified candidates regardless of age, class, disability status, ethnicity, gender, race and sexual orientation. We also participate in the First Source program of the City of Berkeley. Qualified First Source participants are encouraged to apply.

Applications are due by January 15, 2011. A letter of interest explaining why you would like to join International Rivers and why your skills are appropriate for this position, date of availability, and salary requirements, accompanied by a resume and a writing sample, should be sent via email to:

[edsearch@internationalrivers.org](mailto:edsearch@internationalrivers.org)