



Engagement Manager

Position Description

Background

Restoring natural river systems is critical to preserving California's rich environmental heritage and successfully adapting to the challenge of climate change. Friends of the River seeks to engage all California communities in protecting and restoring California rivers, to sustain life itself and provide the foundation for a water system that is just, resilient, sustainable and practical. Friends of the River protects and restores the rivers of California by influencing public policy and inspiring citizen action.

Engagement Manager

Friends of the River seeks a passionate river advocate, a leader and team player with experience and passion in organizing & coalition building. The position is full-time. The Engagement Manager is accountable for using a variety of organizing tools to inspire citizen action by individuals, volunteers, communities, and organizations in close alignment with FOR policy objectives. This position reports to the Executive Director, and works closely with FOR staff, engaged board members, volunteers and advisors.

This position is focused in 2 areas:

- The Engagement Manager will help develop, and lead the implementation of, an integrated strategy combining outdoor, community-based and virtual organizing elements to grow and maintain FOR's base of members, activists, volunteers and cooperators and to support achievement of FOR's policy objectives, with a strong focus on the San Joaquin Valley watershed
- The Engagement Manager will be accountable for managing FOR's river engagement program, overseeing the work of other staff and volunteers, providing river trips and outdoor river events on the South Fork of the American and other rivers throughout California as a primary organizing tool. FOR anticipates hiring a seasonal river operations coordinator who will be tasked with on-site coordination of logistics for river events. This position will report to the Engagement Manager.

Duties and Accountabilities

- **Community Outreach:** Lead FOR's community outreach efforts aimed at recruiting activists, new volunteers and members, informing the public about FOR and the

important water issues facing local communities, including virtual strategies and attending local community meetings and events.

- **Partner Relations:** Develop and sustain strategic partnerships, expanding collaborations with environmental, recreation & social justice advocates, community-based organizations (CBOs), and Indigenous communities. Organize and maintain a network of community organizations, including facilitating virtual discussions, moderating online community space, and planning and facilitating peer network calls as needed.
- **Campaign Organizing:** Help develop campaign strategy. Mobilize and connect members and ally partners to take action to advance priority campaigns, such as testifying at public hearings, sign-on letters, etc.
- **River Program Management:** Work with volunteers, seasonal staff, and FOR staff to provide a fun, safe, financially sound river program. Ensure compliance with all city, county, state, and federal agency requirements. Maintain a culture of safety and a strong safety program for participants, staff and volunteers. Oversee operations to provide a great experience for participants.
- **Volunteer Management:** Lead volunteer recruitment to support policy initiatives, campaigns and events. Establish and sustain a volunteer core that is trained, well networked and knowledgeable to advance FOR's river and policy programs. Manage FOR's volunteer program, including developing an overall volunteer plan, maintaining a database of volunteer opportunities, updating and maintaining the volunteer manuals. Ensure FOR volunteers feel well supported and have a great experience volunteering.
- **Communications:** Represent FOR in appropriate organizing and outreach venues. Produce high quality written materials to support engagement activities. Contribute to FOR communications regarding engagement activities and programs.
- **Event Support** – Help support other educational and fundraising events (such as the California River Awards and Rendezvous by the River), by helping with planning, coordinating volunteers and other tasks as needed.
- **Information Systems:** Use current technology and outreach tools effectively to establish and maintain efficient and reliable systems and processes, and accurate data and information, to support Engagement program activities.
- **Team Participation:** Contribute to organizational evolution and team discussions. Foster productive work relationships with others. Follow FOR practices, procedures, and policies.

- **Funding Support:** Participate in grant-writing and reporting where relevant to engagement program activities. Lead any required report development for grant funding engagement projects.

Required Qualifications

- Bachelor's degree
- 2 or more years of experience and demonstrated skills in directing campaigns, organizing and coalition building
- Demonstrated experience and outstanding skills in project management and meeting facilitation
- Demonstrated passion for environmental, water, river, and watershed advocacy
- Demonstrated commitment to social justice and equity, and experience working with tribal and diverse communities.
- Demonstrated ability to create a culture of respect, inclusion, empowerment, fun, courage and high performance through personal leadership
- Demonstrated excellent written and verbal communications, and public speaking experience
- Ability to self-balance multiple priorities, manage details accurately, meet deadlines, and produce high-quality materials
- Demonstrated experience and competency being out-of-doors, and love of outdoor recreation.
- Excellent personal, mobile and cloud-based technology skills, including office software, databases, websites, and social media platforms.
- Excellent quantitative analytic skills, proficiency with excel and database analytics.
- Flexible and positive outlook in the face of big challenges like the climate crisis, curious, independent with collaborative work style

Preferred Qualifications:

- Professional whitewater guide experience, or whitewater rafting skills
- Spanish language skills

Salary & Benefits

- The position is full-time.
- Salary range is \$70,000 to \$80,000 depending on qualifications and years of experience.

- Benefits include health, dental and vision insurance, 13 paid holidays, a generous vacation and sick time policy, and 3% Simple IRA matching.

Location:

- The job location is at the FOR offices in Sacramento.
- Candidates may have the option to work remotely, at the discretion of their manager, when business needs do not require presence in the office.
- Travel to the Sacramento state capitol, the South Fork of the American River, and other locations throughout the state is required to meet the job objectives.

Physical & Functional Requirements:

- California driver's license
- Travel within the state of California, mostly in Northern California, and access to a reliable automobile
- Ability to hike and walk for up to 4 hours
- Ability to lift 50 lbs
- Evening and weekend work is required for events throughout the year.
- Able to work on a computer for up to 8 hours a day and sit at a desk for extended periods; able to read a computer screen and manual dexterity to operate a keyboard.
- Able to speak clearly on the phone, in person and be understood by others.
- For events, meetings, and a safe return to the office, COVID-19 vaccine will be required from all staff (medical exemption must be authorized by a medical professional)

Application Process:

- Please submit a cover letter and resume to janndorman@friendsoftheriver.org.