



WATER PROGRAM MANAGER FOR HILL COUNTRY ALLIANCE

Founded in 2005, the [Hill Country Alliance \(HCA\)](#) brings together an ever-expanding alliance of groups throughout a 17-county region of Central Texas with the long-term objective of preserving open spaces, water supply, water quality and the unique character of the Texas Hill Country. A regional non-profit organization, HCA focuses on community engagement around protection of Hill Country land, water, and night skies. Led by a highly involved, professionally and geographically diverse board, HCA bridges traditional boundaries (e.g. urban-rural divides) through education and outreach, capacity building, gentle advocacy, and partnerships to ensure a healthy and vibrant Hill Country for future generations

PRIMARY RESPONSIBILITIES

This position reports to the Executive Director of HCA and works in close coordination with other programmatic and development staff. Primary areas of emphasis include:

STRATEGIC PROJECT DEVELOPMENT & MANAGEMENT

- Identify, plan, and execute collaborative projects designed to improve the long-term resilience of Hill Country water resources.
- Partner with regional water leaders including utility managers, elected officials, city and county staff, groundwater districts, nonprofits, universities, and other relevant agencies.
- Identify local, state, federal funding programs for water-related conservation, green infrastructure, and One Water projects.
- Coordinate and implement timely responses to emergent issues as well as long-term strategies with a diverse spectrum of partners.
- Craft focused policy strategies that advance water-related goals at the local, regional, and state level.

COMMUNITY ENGAGEMENT & COALITION BUILDING

- Facilitate meetings, engage partners in HCA's water work, and coordinate Hill Country water initiatives with both local and state efforts.
- Grow community support for innovative water solutions that are protective of groundwater and surface water resources in the region.
- Deepen and leverage HCA's participation in regional and statewide collaborative initiatives for water resilience outcomes, including the TX Living Waters Project, the Texas Hill Country Conservation Network, and Headwaters Alliance.
- Craft and deliver public presentations on a variety of water-related subject areas.
- Create timely, relevant public outreach messages, policy comments and issue briefs that reflect the HCA mission and core strategies.
- Raise public awareness of water management policies through traditional and nontraditional media outlets.
- Plan and execute outreach events, including TX Water Symposium, workshops and seminars.
- Communicate complicated scientific and policy concepts to a variety of audiences, including creating oral and written testimony on relevant policy matters.

OPERATIONS AND ADMINISTRATION

- Maintain project and grant budgets, manage contract staff, and ensure timely reporting.
- Craft annual program work plan, budget, and fundraising strategy in coordination with executive director and development staff.
- Work collaboratively with HCA administrative and communications staff and board members.

GENERAL REQUIREMENTS & PREFERRED EXPERTISE

- Strong commitment to mission and values of organization.
- Strong understanding and awareness of challenges facing water management in Central Texas, One Water, low impact development, and green infrastructure.
- Strong working knowledge of Texas groundwater policy and management structures.
- Undergraduate degree required, graduate degree preferred. At least 3 years' relevant work experience in nonprofit, governmental agency, or related field.
- Must be highly motivated, energetic, deadline-oriented and able to handle multiple priorities.
- Excellent interpersonal skills as well as verbal and written communications skills.
- Self-starter, lots of initiative and ability to work independently.
- Position may include lifting of objects up to 40lbs and outdoor work.
- Availability to work occasional evenings and weekends.
- Must have a vehicle, valid driver's license, and willingness to travel throughout the 17-county Hill Country for daytrips and very occasional overnight trips.
- Proficiency in Microsoft office suite.

BENEFITS

- Flexible 40-hour work week schedule. At times evening and weekend work will be necessary, time off may be taken in the week to balance a 40-hour schedule.
- Two weeks paid vacation, all major holidays paid time off.
- HCA offices located in Dripping Springs. Amazing Hill Country experiences and a network of support in the form of HCA Board of Directors, donors, and partner organizations.
- Contribution to retirement plan after 6 months' employment.
- Salary baseline \$53,000, negotiable commensurate with experience.
- HCA is an equal employment opportunity organization and does not discriminate based on age, race, gender, or sexual orientation. Applicants from all backgrounds and personal circumstances who meet 75% of requirements are encouraged to apply.
- Group health insurance or stipend after 1 month employment.

All candidates are asked to send their cover letter, resume and references to info@hillcountryalliance.org.