



Rio Grande Campaigner Job Announcement

Work Level: Full-Time Exempt

Location: Santa Fe, NM

The Rio Grande is one of the West's most vital rivers and it is in dire need of a passionate, steadfast, and persistent advocate. We are seeking a charismatic biocentric individual who will bring a new strong voice and perspective to the Rio Grande Basin. This campaigner is tasked with the challenge of building consensus and support for reinventing age-old water management with the priority of sustaining a living river for generations to come. This artery of life—for our communities and the over 400 species of fish, wildlife and plants that depend on it for survival—needs your help. If you want a key role in safeguarding the future of this icon, we'd love for you to apply to join our team.

Position Summary:

The Rio Grande Campaigner is a principled diplomat and policy organizer who will push federal and state water managers to rethink the Rio Grande in the 21st century. The Advocate's work is part of our 'Rio Grande: America's Great River Campaign', which is aimed at protecting and restoring dynamic flows in the Rio Grande from source to sea and ensuring the river has a right to its own water. The Campaigner will be responsible for implementing and promoting strategies set forth in Guardians' 2017 report [*Rio Grande: Rethinking Rivers in the 21st Century*](#) to achieve the goals and vision of the report. The ultimate objective of the Rethinking the Rio campaign is to build widespread consensus to obtain necessary legal and operational flexibilities for Rio Grande reservoirs in Colorado and New Mexico which will help to offset the effects of climate change on flows and restore environmental flows to America's Great River. The Campaigner will work with the Wild Rivers Program Director to develop and refine campaign strategies and to build political, stakeholder, and grassroots support throughout the Rio Grande Basin to achieve this end. This work will compliment the legal and policy work of the Wild Rivers Program Director. The Campaigner will work primarily in the Rio Grande Basin in Colorado and New Mexico.

Key Responsibilities:

- Promote Guardians' 2017 Report, [*Rio Grande: Rethinking Rivers in the 21st Century*](#) and advocate for implementation of its recommendations.
- Advocate for reform of existing water law, management, and policies in the Rio Grande Basin with a focus on reservoir authorizations and operations. Participate in regional, state, and federal water meetings and forums including the annual Rio Grande Compact Commission meeting.
- Educate and outreach with Rio Grande stakeholders (e.g. federal and state agencies, compact commissioners, water utilities, non-profits, the agricultural community, pueblos, local communities, citizen activists, and the general public).
- Lobby and educate the New Mexico Congressional delegation members and their staff, as well as other elected officials in the region (e.g. Governors, key state legislators, etc.).
- Build power and local grassroots support for protecting and restoring flows in the Rio Grande and educate the public regarding reservoir reoperation strategies.
- Write and review reports, petitions, fact sheets, articles, opinion pieces, comment letters, e-communications, and website content related to campaign issues.
- Inspire, amplify, and elevate our vision by communicating our work to the public, our members, and the media, as well as managing social media outreach for the campaign.
- Support fundraising efforts of the Wild Rivers Program and the organization.

Qualifications/Requirements:

Essential qualification include:

- Passion for and commitment to protecting and restoring rivers of the American West.
- Strong moral compass and ability to stand against the tide.
- Experience with water law, policy, or river conservation in the West.
- Knowledge of regional, state, or basin water policy and politics.
- Emotional intelligence, self-awareness, and other relational skills that help build respect and trust among diverse and competing interests.
- Excellent written and verbal communication skills.
- Competent to manage competing work priorities and demands while demonstrating high organizational skills and productivity.
- Strong attention to detail, problem solving, and trouble shooting skills.
- Ability to identify new strategies and tactics to achieve campaign goals.
- Skills to engage, empower and mobilize communities in the Rio Grande Basin to speak out and act to reform state and federal water policy.
- Cultural awareness and sensitivity to a diversity of values, views, and approaches to relevant issues.
- Proven ability to work independently and collaboratively.
- Integrity, kindness, sense of humor, and a healthy sense of outrage.

Additional desirable qualifications include:

- Advanced degree or equivalent experience in water resource management, environmental law and policy, or related field.
- Three years of grassroots or policy organizing experience with demonstrated results.
- Intermediate or advanced social media interest and skills.
- Experience working with the media, including drafting press releases and conducting radio and television interviews.
- Fluent in written and spoken English, Spanish is a plus.

Special Job Requirements:

- Travel around the Rio Grande Basin (Colorado, New Mexico and Texas) in the United States, as well as occasional travel to Washington D.C. Expect flexible work hours, but may include some weekend and evening hours.

Compensation and Benefits:

Guardians offers a competitive salary and benefits package, including full health and dental insurance, retirement benefits, paid vacation, health and family leave, a sabbatical policy, paid holidays, disability insurance, and a fabulous work environment that accommodates a flexible work schedule. Salary is negotiable based on experience.

As an advocate for the health of the natural world, WildEarth Guardians affirms biodiversity, ecological unity, and the interdependence of all life. We highly value diverse perspectives and experiences. We are committed to advancing diversity, equity and inclusion, both within our organization and externally. WildEarth Guardians is an equal opportunity employer and actively strives to ensure fair and equal treatment of its employees and constituents regardless of differences based on culture, socioeconomic status, race, marital or family situation, gender, age, ethnicity, religious beliefs, physical ability, or sexual orientation.

To Apply:

Please submit applications electronically to: apply@wildearthguardians.org. The hiring committee will review applications on a rolling basis starting on Monday, September 17, 2018 and the position will remain open until filled. No phone calls or in-person visits, please. Applications should include, in a single pdf, the following: cover letter, resume, writing sample (10 pages or fewer); three professional references (with contact and relationship information). Please use the cover letter to explain: (1) why you want to work for Guardians in general, and specifically in the wild rivers program, (2) your connection to the Rio Grande, New Mexico, and its communities and wildlife, and (3) why you think you are the right person to tackle this challenging position. We also request you provide an example or explanation of your creativity or a skill that you think would benefit this position.