

## Massachusetts River Alliance Seeks Executive Director

### **About the Massachusetts River Alliance**

Founded in 2007, the [Massachusetts Rivers Alliance](#) ("Mass Rivers") is a nonprofit conservation organization working to protect and restore the Commonwealth's rivers and streams. Mass Rivers currently has [80+ organizational members](#) and is supported by a growing group of individuals, families, businesses, and foundations. The organization pursues its mission through [advocacy](#), education, organizing and mobilizing constituencies, and by connecting members to reach common goals. With a record of achievement and strong partnerships across nonprofit, private, and government sectors, Mass Rivers is now *the leading organization for statewide river advocacy*.

This is a critical time for rivers and water. Climate change is increasing the intensity of storms and droughts in Massachusetts. Extreme wet and dry conditions affect not only the health of the state's rivers but also endanger public health and safety, particularly for marginalized communities. Mass Rivers is uniquely positioned to address these and other challenges. The organization promotes innovative solutions, advocates for state funding to support river-smart policies, and collaborates with legislators and government leaders to create climate resilience. Key accomplishments include:

- Establishing itself as a national model for the statewide alliance approach to river protection, with 86 actively engaged member organizations.
- Passing a major new piece of state legislation (sewage notification law, 2021) and improving more than a dozen state laws to increase future water sustainability in Massachusetts.
- Securing significant increases in operating budgets for key state government agencies tasked with protecting rivers and water supplies; and securing significant investments in the Commonwealth's rivers and environmental health via large environmental bond increases.
- Creating the biennial Lobby for the Rivers Day, the largest lobby day for land and water in Massachusetts.
- Being appointed as the "voice for rivers" on 30+ statewide committees, commissions, task forces, and other advisory bodies.

The Mass Rivers team currently includes seven staff, with additional periodic interns, and an 18-member Board of Directors. The team works out of an office in Somerville, Massachusetts, on a hybrid schedule. Founding Executive Director Julia Blatt has led the organization since 2009 and has announced her retirement, effective at the end of 2025. Mass Rivers has an annual operating budget of \$750,000 - \$900,000 and is in the process of completing a \$1.3M Water Future Fund Campaign to support the organization's sustainability through this Executive Director transition.

### **Opportunity Going Forward**

Strong public support for environmental causes in the Commonwealth, in the face of climate change and shifts in federal priorities, has created unprecedented and urgent opportunities to protect and restore rivers across Massachusetts. Massachusetts River Alliance is both experienced and actively

responding to these conditions. Since its inception, the organization has grown in size, influence, and visibility — evolving from a small advocacy group into a statewide leader and trusted partner among its members and policy leaders. Mass Rivers has outlined its path forward in a bold and ambitious [Strategic Plan](#), which details its priorities and goals for the next five years.

The next Executive Director will have the opportunity to leverage a strong donor base, engaged members, a talented staff, a dedicated board, and momentum from initiatives like the [Dam Busters](#) program to grow the impact and profile of Mass Rivers. Key priorities for the Executive Director include:

- Working with the Board and staff, setting the agenda for Mass River's work that incorporates member input, accounts for current contextual realities, and is aligned with its mission, values, and strategic goals.
- Developing and maintaining strategic partnerships that broaden Mass River's profile, reach, and effectiveness.
- Serving as the leading external representative, including engaging with the media and representing the organization on relevant boards/committees.
- Engaging existing donors and building fundraising strategies that develop a broader base of support and ensure the achievement of annual revenue targets.
- Building trusting relationships with and leveraging the knowledge, strengths, and skills of Board and staff members. Leading staff in the execution, tracking, evaluation, and evolution of current programs, while identifying new opportunities for mission-aligned impact.

## **Desired Credentials/Profile of the Ideal Candidate**

Mass Rivers seeks a dynamic and visionary Executive Director to lead the organization into its next era of impact and growth. The ideal candidate is a strategic thinker who can balance bold vision with practical execution, an inspiring manager of teams and individuals, an experienced fundraiser, and a passionate advocate for rivers across Massachusetts. They will bring a working knowledge of Massachusetts water and environmental policy, enable collaboration among diverse partners, and foster a supportive and inclusive culture for member organizations and staff.

## **Skills and Experience**

---

### **Visionary and Inclusive Organizational Leader**

- 10+ years of experience, including progressive leadership responsibilities in organization(s) of a similar scope and size, including direct management of staff. Experience in a membership-based organization is a plus.
- Balances vision and practicality: can articulate an inspiring future while setting clear priorities.
- Strategic thinker with foresight to identify opportunities, manage risks, and say “no” when necessary.
- Inclusive leader who builds collaborative approaches to problem solving and values input from staff, members, and partners, ensuring shared ownership of the mission.
- Committed to equity; fosters a workplace culture based on respect and joy.

- Strong manager and mentor that supports staff development, empowers teams, and maintains morale in a fast-paced, resource-limited environment.

### **Compelling External Representative and Skilled Fundraiser**

- Strong communicator who can make complex science and policy accessible, motivating others to invest in and act on river protection.
- Proven ability to build and sustain donor relationships and expand and diversify funding streams.
- Effective at engaging the media and diverse stakeholders and representing the organization to a wide range of external audiences.

### **Content Knowledge and Advocacy Experience**

- Passion for and commitment to the mission, values, and goals of the Mass Rivers Alliance
- Working knowledge of river and water protection issues, policies, and regulatory frameworks.
- Skilled advocate who can convene stakeholders, facilitate dialogue, and take clear stands on complex issues.
- Experienced in relationship-building with government agencies and officials, member organizations, and coalitions.

### **Compensation and Benefits**

---

The annual salary range for this position is \$120,000-\$130,000 commensurate with experience and qualifications. Compensation includes paid time off, a monthly retirement contribution, and health and dental insurance. Mass Rivers also offers a 6-week paid sabbatical to employees after 10 years of full-time service. The Massachusetts Rivers Alliance is an equal opportunity employer.

### **Application Process and Additional Information**

---

Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of Mass Rivers. If taking the job would require a candidate to move to Massachusetts, they should mention why that is a good fit for them at this time.

Applications will be accepted until the position has been filled, with priority consideration given to applications filed before October 14<sup>th</sup>. Upload required documents to:

<https://eostransitions.applicantpool.com/jobs/>

Eos Transition Partners consultant Erin Cox is managing this search. All submissions will be acknowledged and are confidential, and any questions can be submitted to Erin at:  
[ecox@eostransitions.com](mailto:ecox@eostransitions.com).