



Job Title: Senior Water Programs Manager
Employer: Resource Central; Boulder, CO
Job Status: Full-time, Exempt
Reports To: Program Director: Water & Energy

About Resource Central

We're thirty people in Boulder determined to make conservation so simple that people don't even realize they're doing it. Founded in 1976, our nonprofit's programs in water, energy, and waste have helped more than 700,000 people improve their homes, conserve natural resources, and save money. Learn more at: ResourceCentral.org.

At Resource Central, we put conservation into action, with Diversity, Equity, and Inclusion at all levels. We believe that all of our programs and staff function at their peak scale when diversity and inclusivity are at the center of their work. Candidates who value these models are encouraged to apply.

Job Purpose

Water is one of the most important issues facing Colorado – and we're looking for a proven leader to help expand our water-saving efforts throughout the region. Resource Central, through a variety of popular conservation programs and in partnership with over 40 municipalities, helps homeowners across the Front Range learn about and practice water conservation and sustainable landscaping. With a goal of making Waterwise landscapes the new norm in Colorado, Resource Central is at the forefront of empowering Colorado residents to use less water through our assortment of approachable, practical, and fun program offerings. The Senior Manager will be responsible for providing strategic leadership for the innovative, rapidly scaling Lawn Replacement Program, and the well-established and impactful Slow the Flow Program. Overseeing a team of dedicated professionals, this role will identify key opportunities for growth, embrace challenges, and play a central role in taking our programs to the next level. We seek an energetic environmental entrepreneur, with a growth mindset, ready to make a lasting difference in Colorado communities.

This is a hybrid remote role with great flexibility; occasional on-site work is required. The salary range is \$60,000-\$80,000 and Resource Central provides tremendous benefits including health, dental, vision, life insurance, 403b retirement plan with match, generous paid time off and paid holiday offerings, an in-house Wellness Benefit reimbursement, free bus pass and more!

Principal Responsibilities

The essential duties of this position include, but are not limited to, the following:

- Develop strategic direction, operational guidelines and growth strategy for the Lawn Replacement and Slow the Flow Programs.
- Develop strategic partnerships that reduce program barriers and increase scaling.
- Meet all impact and financial goals, as an important part of Resource Central's water programs mix and demonstrate effective strategic leadership.
- Hire and supervise program staff.
- Work with the Engagement Manager to maintain productive and growing relationships with program partners and support efforts to identify and solidify new opportunities.
- Analyze program systems, processes and procedures and lead a team to implement improvements and reduce barriers to scaling. Document all processes.
- Provide financial management for programs and have responsibility for Profit and Loss statements.

- Track and monitor program metrics to ensure objectives and goals are met, proactively communicate and report program information with a focus on proactive solutions.
- Lead team to ensure continuous system improvements, leading to improved program impact and efficiency.
- Be a leader on our water conservation team, resulting in increased impact, success and recognition for Resource Central's water program work.
- Cultivates a strong sense of diversity, equity and inclusion.

Skills and Abilities

- Proven success developing and significantly scaling logistically intensive, high-impact programs or projects required.
- Experience with team building, staff development, and promoting positive solution-based staff culture required.
- Ability to take initiative, solve problems and manage projects independently.
- Strong communication skills and attention to detail.
- Strong critical thinking and strategic thinking skills.
- Ability to prioritize and multitask effectively.
- Excellent computer skills including experience with G Suite, Monday.com, and Microsoft Office preferred.
- Familiarity and/or experience with water conservation, irrigation systems, and/or landscaping preferred.

Qualifications

- 5 years of experience leading a professional team-based project or program with a track record of substantial growth, and financial success, along with increasing levels of responsibility.
- Must have experience with staff management and oversight.
- Experience developing, tracking and managing budgets required.
- Must have valid driver's license and access to a reliable vehicle. Travel to other Front Range cities occasionally required.
- Additional time may be required, including occasional weekend and evening work.
- Bachelor's degree in a relevant field required, one year of professional-level work experience may be substituted for one year of required education.

To apply please send a resume and cover letter to HR@resourcecentral.org with the subject line "Senior Manager, Slow the Flow and Lawn Removal"

Resource Central is dedicated to equal employment opportunities. We provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, sexual orientation, race, color, religion, national origin, disability, marital status, military status, gender expression, genetic information or any other classification protected by applicable state or local law. It is our policy to maintain a non-discriminatory environment free from intimidation, harassment or bias based upon these grounds.

Resource Central is a 100% COVID-19 vaccinated workplace, as allowed for by the U.S. Equal Employment Opportunity Commission. Proof of vaccination will be required upon acceptance of a job offer. Job applicants with religious and disability-related objections will be given reasonable accommodations.