Job Title: Science and Analytics Director

Location: Portland, OR (HQ)

Position Type: Permanent/full-time

Expected Start Date: January/February 2020

Overview: The Freshwater Trust (TFT), a non-profit leader in watershed analysis, restoration/conservation program design and tracking, is seeking a team leader for its growing science and analytics team. This full-time position will be based in Portland, Oregon and will manage members of the science and analytics team in Portland and in TFT’s Boise, Idaho office.

TFT is taking advantage of rapid evolutions in technology and data science to build a software system that will improve the effectiveness of conservation investment and increase the pace of improvements needed to recover and sustain freshwater ecosystems. The Science and Analytics Director will be responsible for leading TFT’s science and analytics department in the development of rigorous systems and analytical approaches to quantify the ecological and economic outcomes that result from land and water management choices – especially as they relate to the quantity and quality of surface and groundwater and aquatic ecosystems.

This position requires a proven leader who can work in a dynamic, innovative, and fast-paced environment that emphasizes quality, analytical rigor, critical thinking, and a strong desire to grow and integrate the talent and skills of team members. This role is ideal for an individual with knowledge of natural resource science, data science, and evolving technology that can apply their skills and experience to an organization seeking to apply data and analytics to critical problems facing freshwater ecosystems.

This position requires the ability to understand and stay focused on organization mission and product vision, while supporting TFT’s science and analytics team members to meet product development milestones and managing competing priorities. The Science and Analytics Director will be the direct interface between organization leadership who sets mission and vision and technical teams who are creating the products and services that achieve mission goals and client objectives. This position requires the ability to understand technical details in order to contribute and guide product development and the ability to communicate with non-technical teams to ensure continuous alignment of product development, market needs, and mission goals.

Position Responsibilities: In addition to the description above,

- Attract, retain and grow skills and talent within the science and analytics team
- Oversee workflow to drive timely goal attainment
- Ensure excellence within the science and analytics team and the products produced
- Work closely with organizational leadership to ensure organization mission and vision are continuously aligned with software outputs
- Directly manage 7-10 staff including mentorship, performance evaluation, direction setting and task prioritization
- Provide review for analytical deliverables and visual representation of work product
- Work with TFT’s finance team to track hours and project resourcing needs
Qualifications and Skills:
- MS-BA or MBA-BA in environmental science or related field
- 7 to 10+ years managing technical teams
- Familiarity and experience with common computer languages (for example, C, C#, Python, Java, Ruby, etc.)
- Familiarity and experience with MySQL and Apache
- Thorough understanding of information systems design and cloud-based system architecture
- Thorough understanding of the principles of data collection and data management
- Mindset and management style that attracts, retains, and grows talent within the science and analytics team
- Ability to identify the opportunities that current techniques, workflow, or technologies may be missing
- The ability to lead teams through multi-faceted projects from start to finish
- Exceptional collaborative skills, interpersonal relationships skills, and the ability to form and maintain strong cross-departmental and cross-disciplinary relationships
- The ability to lead/coach team members through innovation and production
- Strong desire to elevate team members
- Ability to work in an open-office, team environment
- Excellent communication skills, both verbal and written

Compensation:
- Competitive salary based on experience
- Generous benefits package, including full health coverage, paid time off, and retirement contributions

Application Instructions:
- Supply a Cover Letter, Resume and a list of 3 References in a single PDF not to exceed 5MB
- Submit required information and documentation at: https://app.smartsheet.com/b/form/b0700c614b1748f490538ecec0ea6ea6

Please, no phone or email inquiries about this position. Applicants must have legal permission to work in the U.S.

Interested candidates from historically underrepresented communities are strongly encouraged to apply. The Freshwater Trust is an equal opportunity employer and does not discriminate in its selection of candidates for employment on the basis of race, color, national origin, religion, sex or sexual orientation, marital status, disability, age, military service, family medical history, legal source of income, gender identity, political affiliation, or family leave obligations. ADA accommodations will be provided upon request.