

**Application Deadline: Open until filled**

## **Job Title:** Senior Director of Product and Analytics

**Location:** Portland, OR

**Position Type:** Full-time

**Expected Start Date:** September 2022

**Who we are:** The Freshwater Trust (TFT) is a non-profit leader in watershed analysis, restoration/ conservation program design, and implementation. Our team members are building tools and creating and testing new solutions that will help to create resiliency in our rivers. With a mission of preserving and restoring freshwater ecosystems, our approach is driven by science, data, and results (see our [Core Values](#)).

With headquarters in Portland, OR, TFT employs 45+ team members across Oregon, Idaho, Washington and California. We currently have three physical offices in Portland, Ashland, OR and Sacramento, CA. Our team members range in background and skillset; teams include philanthropy and fundraising, communications, science and analytics, restoration, legal, finance, and administrative and systems support. Currently embarking on a foundational strategic initiative, we seek a senior-level director that will thrive in a collaborative, fast-moving environment who is able to articulate and drive the delivery of our tools and products with both internal and external audiences.

**Who you are:** You are an experienced strategic leader with a proven track record in delivering technology solutions that deliver high impact to both external markets and the operations of internal teams. You are passionate about reversing environmental degradation in your lifetime, and are excited for the opportunity to work alongside a group of dedicated professionals committed to fixing our freshwater ecosystems.

Your leadership has resulted in the development of high value products from inception to market. You enjoy working with analytical and product development teams and understand how to lead and execute a successful product strategy. You are an influential leader of teams that deliver data-driven solutions. As a key member of the organizational management team, you are capable of providing strategic direction and have a listening ear for the needs of your colleagues. You value team culture that emphasizes collaboration, flexibility, and effective communication. This position reports to the VP of People and Operations in Portland, OR and works closely with the VP of Water, as well as peer positions in finance and fundraising.

### **Position Responsibilities:**

- Develop a strategic technology portfolio for TFT's existing products and tools.
- Lead a product development roadmap for products in the early stages of development.
- Deliver tech solutions that are measured by impact to the market and customer experience.
- Lead the product development cycle and ensure it is in alignment with the sales strategy.
- Lead and grow high-performing tech teams in both growth development and engineering (3+ direct reports, overseeing a team of 15-25 people).
- Ensure that the tools and products in development are scalable in an effort to inform water resource management decision making across broad geographies.

- Contribute as a key member of the organizational management team, providing insight into the programmatic work of the technical teams while working closely with the Senior Directors of Finance and Advancement and the VP of People and Operations.
- Collaborate with the executive leadership team to ensure alignment with organization initiatives and mission.
- Track and report on programmatic successes and bottlenecks; develop systems to track issues in advance.
- Develop a sophisticated understanding of the complexities inherent to watershed-scale work and guide technology strategies that deliver insight that stakeholders need to act.

**Desired Skills and Qualifications:***Experience and Skill:*

- Experience with programs and/or teams in one or more of the following areas: product development, software development, and/or modeling/data analytics.
- Experience leading software engineering teams and leveraging cloud infrastructure to deliver analytical and decision support applications.
- Proven track record of successful product development from inception to market.
- Demonstrated experience in agile methods, encouraging a leveling up of existing process.
- Ability to lead technology evaluation and adoption processes.
- Experience driving strategy while collaborating with development and product sales teams.
- Understanding of geospatial data.
- Strong time-management skills with ability to be flexible and responsive to changing task priorities.

*Qualifications:*

- Degree in computer science, data or systems engineering or related field.
- 10+ years' experience managing large technical or analytical teams.

**Seeking Perseverant, Creative and Energetic Candidates Who:**

- Have a passion for the mission and values of The Freshwater Trust.
- Exhibit professionalism, confidence, intellectual curiosity, and resilience.
- Are fully vaccinated against COVID-19 and hold legal authority to work permanently in the US.

**Compensation:**

- Competitive salary based on experience.
- The Freshwater Trust believes in investing in our employees, their health, and future through our benefits offerings. Our total rewards package includes full health and dental coverage, automatic retirement employer contributions, commuter benefits and cell phone reimbursement. Because we are all in, we value getting out, and support our staff with 5 weeks of paid time off plus over 10 paid holidays per year. We also offer perks such as staff retreats, sabbatical after seven years, and professional development opportunities.

**Application Instructions:**

- Supply a Cover Letter, Resume, and a list of 3 references into a [single PDF not to exceed 5MB](#)
- Submit required information and documentation [here](#).

*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.*