**Job Title:** Science and Analytics Director

**Location:** Portland, OR

**Position Type:** Full-time

**Expected Start Date:** Winter 2023

**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 55+ team members across Oregon, Idaho, Washington and California. We currently have three physical offices in Portland and Ashland, OR and Sacramento, CA with employees working a hybrid model. Understanding that work-life balance is important to long-term success, TFT offers flexible schedules. 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 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.

**Role/Who you are:** You will lead a team of scientists and analysts building a suite of tools that enable land and water managers to more quickly and efficiently recover and sustain freshwater ecosystems. You are an experienced technical leader with a proven track record in delivering 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 work product. You are an influential and empathetic leader of teams that deliver data-driven solutions. You value team culture that emphasizes collaboration, flexibility, and effective communication. This position reports to the Senior Director of Product and Technology in Portland, OR and works closely with the VP of Water.

**Position Responsibilities:**

- Develop a sophisticated understanding of the complexities inherent to watershed-scale work and guide analytics and technology strategies that deliver insight that stakeholders need to act.
- Provide review for analytical deliverables and visual representation of work product. While experience in programming and data science are part of the experience outlined below, this position is expected to oversee and guide rather than do.
- Connect task level assignments to the organization’s vision and north star.
- Assist analytics staff with task and project prioritization in an open-ended R&D environment with product and/or project deliverables; lead efforts to create efficiency in 2-week sprints.
- Track and report on programmatic successes and bottlenecks; develop systems to track issues in advance.

**Application Deadline:** Open until filled
• Directly manage 5-7 staff including mentorship, performance evaluation, direction-setting and professional development.

**Desired Skills and Qualifications (Don’t count yourself out if you don’t check all the boxes):**

*Experience and Skill:*
- Familiarity with common computer languages and computational statistics toolsets with experience managing, overseeing or contributing to data science or algorithm development.
- Proven experience leading teams in modeling efforts and data science outputs that directly contribute to product development.
- Knowledge of freshwater ecosystems including research or experience with limiting factors associated with water quantity and/or quality.
- Understanding of geospatial data and analysis at the watershed level.
- Thorough understanding of the principles of data collection, data management and databases.
- Mindset and management style that attracts, retains, and grows talent within the science and analytics team.
- Strong time-management skills with ability to be flexible and responsive to changing task priorities.
- Ability to identify the opportunities that current techniques, workflow, or technologies may be missing.
- 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.
- Efficiency in decision making.
- The ability to lead/coach team members through innovation and production.

*Qualifications:*
- Advanced degree in environmental science, data science, 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 14 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.