



## **Program Director**

Hudson River Sloop Clearwater, Inc., is a non-profit membership organization that for over 50 years has been at the forefront of the environmental movement as a champion of the Hudson River. As an organization, Clearwater inspires lifelong stewardship of the Hudson and its watershed by connecting people of all ages with the living river. The organization owns and operates the 106' Sloop *Clearwater*, recognized as America's Environmental Flagship, on the Hudson River and New York Harbor. Clearwater's unique approach to public outreach has made the sloop a symbol of grassroots action through hands-on learning, activism, and celebration.

Clearwater acknowledges that the construct of race disproportionately affects Black, Indigenous, and People of Color. We reflect and take action to ensure that we do not perpetuate white supremacy. Clearwater respects LGBTQIA+ people; we use language and actions that are respectful of all gender identities and sexual orientations. Clearwater celebrates and welcomes members of any race, color, religion, national origin, sex, sexual orientation or identity, physical or mental ability, or age to apply.

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## **Program Director**

The Program Director plans, implements and manages Hudson River Sloop Clearwater's educational programs, and actively participates in strategic planning, grant development and administration. Like all members of Clearwater's staff, the Program Director is expected to project the organization's philosophy of care and concern for the environment when interacting with the public and Clearwater volunteers. The Program Director will work closely with the Executive Director as well as other Department Directors (Environmental Action, Development, Marketing, Communications, Operations) to achieve institutional goals. The position is full time (Monday-Friday from 9am-5pm) and typically based at Clearwater's main office at 724 Wolcott Avenue, Beacon, NY, but pending further notice most work will be done remotely. This position is eligible for competitive medical, dental and vision plans.

### **Responsibilities:**

- Oversee the in person and virtual offerings of Clearwater's Programs Department, including: age-appropriate classroom, field and sailing experiences, graduate courses and teacher in-service workshops, Youth Empowerment Programs, public presentations, and educational displays and outreach at shorefront festivals and other special events;
- Nurture relationships and explore partnerships with school districts and other institutions of formal education as well as organizations providing non-formal education that addresses

- river and riverfront community concerns by attending conferences, partner meetings, and serving on appropriate advisory boards;
- Collaborate with the Environmental Action Department to incorporate Clearwater's positions on issues and policy in a manner appropriate to education program audiences;
- Develop and implement education goals and objectives to ensure that Clearwater's programs are pedagogically effective, accurate in their content, and relevant to current issues and understanding of the river and communities along its shores,;
- Establish program performance indicators and monitor success in meeting those metrics; provide regular reports to senior management for use in strategic decision-making, budgeting, and donor cultivation;
- Collaborate with the Development Department and other staff in identifying sources of grant funding, preparing proposals, and managing funded projects, including tracking progress and complying with reporting requirements;
- Hire, train, supervise, and evaluate education program staff and captains (in consultation with the ED), including review and approval of training and leave requests;
- Foster a culture that respects diversity, promotes teamwork, and builds leadership skills.
- The Program Director reports to the Executive Director.

#### **Qualifications:**

- Master's degree in a related field is preferred;
- Five years of experience teaching and managing education programs for youth audiences;
- Extensive experience working collaboratively and flexibly within an organization to carry out functions such as team building, staff supervision, program development, fiscal management, donor cultivation, and communications strategy;
- Experience working with colleagues and audiences of diverse cultural backgrounds, racial, ethnic, and gender identities, and communication styles;
- Ability to interact with a diverse public in a courteous and professional manner at all times and to engage in reasoned, fact-based, and respectful discussion of issues, especially those surrounding environmental justice, climate change, and water resources;
- Self-starter able to think critically in setting priorities, coordinating multiple projects and problem solving;
- Outstanding oral, written, and interpersonal communication skills;
- Experience developing curriculum, particularly for experiential environmental education, based on knowledge of child development and a range of learning styles;
- Competence in use of common office software and IT;
- Familiarity with learning standards and regulations relevant to delivering education programs in schools and other settings;
- Spanish/English bilingual ability is preferred.

#### **The ideal candidate will have:**

- Volunteer or professional experience in the environmental justice movement and a network of relationships with movement activists and leaders;
- A sense of humor, humility, and the ability to maintain perspective in the face of uncertainty;
- The ability to sing and accompany oneself instrumentally;
- Willingness to commit to the position for a minimum of two years.

Interested candidates should send their cover letter and resume to [erin@clearwater.org](mailto:erin@clearwater.org).