



Alabama Rivers Alliance

DIRECTOR OF COMMUNITY PARTNERSHIPS JOB DESCRIPTION

About Alabama Rivers Alliance

For almost three decades, the Alabama Rivers Alliance (ARA) has been building, strengthening and supporting a movement of community and watershed-based advocates to protect Alabama's water resources, and representing that collective voice in state-level advocacy. Our founders recognized that in order to protect all of Alabama's rivers and water resources, both strong local groups and a statewide group were necessary. This statewide group, ARA, needed to create opportunities for collaboration among local groups, to support new groups and to represent a collective voice in statewide policy. Our movement now consists of more than 100 organizations.

The Director of Community Partnerships plays an essential role in supporting and collaborating with our vast network of community partners and individual community leaders across Alabama and beyond to ensure that the Alabama Rivers Alliance's policy advocacy work is grounded in the needs of our community and watershed partners and that partners are informed and engaged in our broader statewide initiatives.

RESPONSIBILITIES

The Director of Community Partnerships is responsible for uniting and providing leadership to Alabama's network of local river and water-focused organizations, as well community groups with common interests, in order to maintain a strong statewide movement to protect rivers and to support the Alabama Rivers Alliance state policy work. The Director of Community Partnerships will work closely with other staff to implement the 2023-2027 Strategic Plan, *Plan for the Future of Alabama's Rivers*, which seeks to achieve the following three impacts identified by our partners, members, board members and staff.

1. ARA is a valuable resource to communities and partners in advocating for clean water for people and nature.
2. ARA and its members are recognized by decision-makers and can influence and help guide environmental policy.
3. Alabama's natural and built water infrastructure is safe, equitable, resilient and ecologically healthy

In order to achieve our mission and our current strategic impacts, we utilize three basic strategies: Collaboration, Civic Engagement and Issue Advocacy. Specific areas of responsibility for this position within our strategies include the following:

Collaboration

- Assisting with planning and implementation of the Alliance's annual Alabama Water Rally, the largest annual gathering of water and environmental advocates in the state.

- Facilitating and/or coordinating coalitions where strategically needed around specific issues or in areas of the state where there are gaps in the Alliance partnerships
- Providing one on one organizational development assistance and trainings as needed
- Maintaining up-to-date database of Alliance partners and current contact information
- Writing and publishing ARA's monthly partner newsletter, with assistance from other ARA staff members
- Assisting with the formation of new river and watershed organizations where opportunities and interest arise

Civic Engagement

- Participating in and recruiting participants to ARA events and civic engagement activities, such as Southern Exposure film screenings across the state, Lobby Day and ALSTARs training.
- Representing the Alabama Rivers Alliance in key statewide coalitions and regional/national coalitions and networks
- Conducting listening sessions and presentations for partner groups and communities to inform ARA policy priorities and engage them in advocacy work statewide.
- Assisting with tracking civic engagement activity and utilizing data to increase civic engagement around advocacy campaigns

Issue Advocacy

- Organizing issue-based public meetings around priority advocacy areas or in areas where ARA is engaging in local advocacy efforts
- Coordinating or assisting with community organizing efforts with other partners around common issues facing Alabama communities
- Assisting with development of issue advocacy campaigns

QUALIFICATIONS

- 3-5 years experience in advocacy or community organizing, preferably with environmental advocacy experience
- A good understanding of Alabama communities and cultures
- Strong communication, networking, and public speaking skills
- An ability and passion for working with a diverse cross-section of people in Alabama
- Comfort with technology such as Slack, Google Drive applications, Microsoft Suite, CRM software, etc.
- Comfort working non-traditional hours, including weekends and evenings
- Experience with door-to-door canvassing and using VAN is a bonus!

CHARACTERISTICS

The Alabama Rivers Alliance staff works in a very collaborative manner. Each position is essential to the overall work of the organization and therefore, everyone participates in ongoing discussions around issues, strategy development and advocacy campaigns. The Director of Community Partnerships will also collaborate with other staff on special events, fundraising and outreach as directed by the Executive Director. A successful candidate for this position:

- Is coachable, including taking and receiving actionable feedback
- Is organized and has the ability to multitask on projects

- Is a self-starter who produces high quality work
- Has great attention to detail
- Has a strong work ethic to ensure tasks are completed efficiently and accurately
- Is equally comfortable talking to people on the phone, meeting them in person, and communicating online via email, Slack, etc.
- Is a critical thinker with the ability to meet short-term and long-term goals and
- Shares ARA's sense of urgency in creating an Alabama that prioritizes healthy river ecosystems, access to affordable clean water for all, and healthy communities

Salary and Benefits

This a full-time position with a salary range of \$50,000 - \$55,000 depending on experience. This position reports directly to the Executive Director. The Alabama Rivers Alliance is headquartered in Birmingham, Alabama. This job requires regular (almost weekly) travel around the state. Applicants must have a valid Alabama driver's license and reliable transportation. Travel expenses are covered, including full IRS mileage reimbursement. The position can be remote, but is expected to be in the office at least once every two weeks for staff meetings.

ARA offers generous paid vacation, health insurance, retirement benefits and a flexible work schedule. Alabama Rivers Alliance is an equal opportunity employer. Qualified candidates are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, disability or veteran status.

To Apply:

Send resume and cover letter to dcp@alabamarivers.org with subject line: DCP Search or mail to Alabama Rivers Alliance, Director of Community Partnerships Search c/o Cindy Lowry, 4439 5th Ave South, Suite 1000, Birmingham, Alabama 35222. Questions can be e-mailed to the same address. Phone calls are highly discouraged.

Deadline for applications is July 10, 2026.