

**Position Title:** Strategic and Legal Advisor  
**Location:** Remote, centered near Sacramento  
**Status:** Full Time (Part Time negotiable), Exempt  
**Reports to:** President  
**Pay Scale:** \$150,000.00-\$180,000.00

A thriving future for California's environment and communities requires bold vision, creative problem-solving, and relentless determination. This is a critical decade for action and River Partners is growing our team of talented, dedicated change-makers to meet the challenge head on. Join us!

### **Who We Are**

**River Partners brings life back to California rivers.** We've revitalized more habitat along impaired California rivers than any other entity in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. We restore thriving native forests and ecosystems that support imperiled wildlife, improve flood safety, boost the state's climate resilience, replenish and improve freshwater resources, create open space for communities, and build stronger local economies. Since 1998, we have pioneered an innovative, entrepreneurial approach to conservation, combining modern farming, cutting-edge science, and diverse partnerships.

We are meeting the urgent need this decade to restore our riverways and seek passionate team members to help us grow our restoration footprint at an unprecedented pace and scale.

### **Why We Do It**

Healthy rivers are California's essential arteries that sustain our food systems, economies, communities, and wildlife found nowhere else on Earth. Our riverways support more species and in greater numbers than any other ecosystem in California—making our state a worldwide biodiversity hotspot.

Yet just 5% of our native riverside habitat remains.

State and federal commitments call for exponentially increasing the pace and scale of river ecosystem repair to adapt to accelerating climate impacts. With their critical resources, endemic wildlife, rich natural resources, and myriad human communities, healthy rivers are essential for a flourishing Golden State. The actions we take to restore our riverways during this decade will decide California's future for generations to come.

### **Why You Should Join Us**

River Partners offers competitive salaries and benefits, including comprehensive health care insurance, flexible spending accounts, a 401(k) plan with immediate employer matching, paid time off, life insurance, disability coverage, employee assistance programs, and other well-being benefits. We're proud of our supportive culture and focus on work-life balance.

**Position Description:**

The Strategic and Legal Advisor will lead strategy development and risk management, as well as all strategic legal and regulatory engagements for River Partners' body of land and water acquisition and restoration projects. This position works closely with the entire Leadership Team and reports directly to the President. Day to day activities include external and partnership related activities including participation in regional planning with local government partners, engagements with external counsel on private and public matters, and participation in various strategic NGO coalitions including developing and delivering strategic communications and presentations. In addition, this position partners with the Leadership Team to develop and support internal strategies to advance restoration and staff/partner mentorship activities to enhance skills and capacities in the restoration sector.

**Supervisory Responsibilities:** This position has supervisory responsibilities.

**Essential Functions and Responsibilities of This Position Include:***Lead Legal and Regulatory Engagements - 50% (projects)*

- Provide guidance and oversight to project managers regarding routine contracting and agreement development and execution.
- Lead and manage external legal engagements regarding contracting, real estate, water rights and dedications, public funds administration, local government participation, and other topics as requested.
- Cultivate strategic external project and agency partnerships to support project funding, permitting, and delivery.
- Communicate organizational and project-related legal and regulatory issues with River Partners' Board of Directors, staff and partners during regular meetings and planning sessions.

*Assist in Partnership Development and Local Planning – 30% (program)*

- Create written and verbal communication pieces in collaboration with the President, Senior Conservation Director, and Planning Director to support partnerships that deliver new project concepts and funding for River Partners' mission.
- Actively participate in strategic NGO and local government collaboratives that generate relevant plans and initiatives that may assist River Partners in its mission delivery. Such collaboratives may include working groups, joint ventures, and partnerships led by government agencies, NGOs, or River Partners
- Contribute to River Partners' blog, social media, and web presence with photos, written content, and links.

*Support Strategy Development and Risk Management – 10% (admin)*

- Work closely with the President, CFO, and Senior Directors to track and evaluate organizational risks and performance against strategic plan, assist in the development and revision of strategic and operational plans, and present risks and strategies to the Board of Directors as requested.

- Work closely with Directors of Science, Planning, Acquisitions, Operations, Grants and Contracts to track and understand dynamic risks and opportunities for River Partners' projects (both underway and in development) and develop strategies to mitigate risks and realize strategic opportunities to expand restoration project delivery.
- Cultivate strategic external legal and governmental partnerships to support projects and policy improvements.
- Track and communicate relevant policy developments with River Partners' staff and leadership during regular meetings and training.

*Assist in Staff Mentorship and Training – 10%*

- Assist the President and Leadership Team in tracking performance and developing/deploying Board-derived Strategic Plans and staff-derived Operations Plans for River Partners' work, especially regarding public funds administration, land and water conservation dedications, and risk management policies and practices.
- Occasionally mentor staff and provide internal workshops to enhance project management performance and reduce organizational risks.
- Participate in the recruitment and training of new staff.

*Other*

- Performs other assignments from time to time as requested by the President to achieve department and company business goals.

**Essential Knowledge Skills and Abilities:**

- Ability, vision, and energy to lead River Partners' work.
- Interest, enthusiasm, and ability to manage productive partnerships that support legal, regulatory, funding, and operational capacity growth for river restoration.
- A self-starter who can work individually or on a team and succeed with limited direction, under changing conditions.
- Ability to navigate differences of opinion with poise and focus.
- Unsurpassed written communication and interpersonal skills.
- Ability to work well under pressure, multitask, and prioritize workload.
- Demonstrated experience developing productive partnerships with local government, regulators, and nonprofit Boards.

**Qualifications:**

- Experience in advising and/or collaborating with local governments, state agencies and other entities involved in water and flood management in California.
- JD and at least 10 years of relevant professional experience. Knowledge/expertise in local government rules and practice, environmental permitting, water and land rights, agricultural practices, nonprofit governance and public administration.
- Experience advising on real estate and habitat enhancement and/or mitigation transactions and associated water, land use and flood control issues.
- Flexible schedule – travel, early morning, late evening and weekend hours on occasion.
- Valid California Driver’s License, and a clean driving record.

## To Apply

**Please submit a cover letter, resume, and contact information for three references to the link below**

[Careers at River Partners](#)

Review of applications will begin immediately and continue until this position is filled.

**Equal Opportunity Employer**

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, religion, age, status as a protected veteran, status as an individual with disability, or any other protected group status or non-job-related characteristic as directed by law.