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[www.healthocean.org](http://www.healthocean.org)

**Job Title:** Executive Director  
**Organization:** Heal the Ocean  
**Location:** Santa Barbara, CA  
**Salary Range:** \$150,000-\$170,000 per year (Full-time)

### **ABOUT THE ORGANIZATION**

Heal the Ocean (HTO) is a 501(c)(3) non-profit organization based in Santa Barbara, California. Originally founded in 1998 as a grassroots citizen action group, HTO initially embarked on a successful 15-year project to convert 7 miles of septic systems to public sewer systems along the Santa Barbara coast. Now, with a loyal membership base of over 3000 community members, HTO has grown into a trusted and responsive leader, working with a robust budget to advance innovative research, develop new and original programs, and promote ocean policy initiatives.

Heal the Ocean works to eliminate sources of ocean pollution by leveraging new science and technology, and securing funds for ocean pollution prevention projects. We advocate for coastal resilience policies to protect the shoreline, and focus on collaborative solutions and relationship building, instead of litigation, to reach our goals. Our focus areas include, and are not limited to, wastewater technology, groundwater protection, beach hazard removal, sea level rise and coastal resiliency. While our work is rooted in Santa Barbara County, our methods serve as a blueprint for coastal communities nationwide.

HTO's impact is unique, due to its close relationships with local, state, and legal entities, and has a proven track record of collaboration in spearheading major ocean health projects.

Heal the Ocean has successfully:

- Spearheaded the Rincon Septic-to-Sewer project, working closely with homeowners and jurisdictions to remove septic systems along 7 miles of Santa Barbara coastline
- Initiated a USGS study of groundwater-ocean connections, funded in collaboration with the City of Santa Barbara
- Developed a contaminated site map of the Santa Barbara South Coast, which led to the expansion of the State Water Board GeoTracker system
- Created the first California wastewater inventory to document recycled water volumes, in conjunction with the State Department of Water Resources, and secured State funding for engineering studies of Wastewater Treatment Plant upgrades

- Secured SB 44 funding (\$14M), in coordination with the California State Lands Commission, for capping leaking legacy oil wells off Summerland Beach
- Reach thousands of community members annually with ocean pollution prevention messaging through beach clean-ups, outreach events, and a popular newsletter

For more information, please visit [www.healtheocean.org](http://www.healtheocean.org)

**POSITION OVERVIEW:** Heal the Ocean is in search of its next Executive Director to lead our small and dynamic team to build upon a 25 year history of impact. The new Executive Director will offer fresh insight and strategy, increase community and donor engagement, and work collaboratively to advance local ocean health projects, practices, and policies. The Executive Director will also provide leadership to guide HTO’s policy work beyond the Santa Barbara County region to advocate for coastal resiliency statewide.

The Executive Director will manage a physical office located in downtown Santa Barbara, oversee an annual budget of \$1 million, strategize with a board of seven, and collaborate with a small but mighty staff.

**RESPONSIBILITIES:**

**Strategic Programs:**

- Oversee programs to eliminate local sources of ocean pollution through science-based advocacy, fieldwork, and education
- Advance strategies focused on wastewater technology, beach hazard removal, capping of leaking oil wells, groundwater protection, and strategic planning for sea level rise
- Collaborate with local agencies, the Board of Supervisors, the City Council, wastewater agencies, and other environmental groups to advocate for a healthy ocean

**Communications and Relationships:**

- Act as the face of the organization, and advance HTO’s history of collaboration, relationship building, and mobilization of the community in support of ocean health
- Respond to public concerns and desires related to ocean health, serving as a bridge between the community and relevant agencies charged with pollution prevention
- Develop and execute communication strategies, and engage the media to promote HTO's work and mission

**Organizational:**

- Work closely with the Board of Directors and a small staff, including the Operations Manager and Policy Analyst
- Ensure organizational efficiency, effectiveness, and staff management, including recruitment, supervision, mentoring, and evaluation
- Develop, update, and ensure implementation of by-laws, personnel policies, and other policies approved by the Board

- Prepare and monitor the annual budget, project and grant-focused budgets, and financial status reports for the Board
- Plan and execute Board meetings, Board Committee meetings, and staff retreats
- Oversee the office and maintain communication with the building landlord

**Fundraising:**

- Support donor relations, working closely with the co-founder and current Executive Director, Hillary Hauser, who will remain as Chairman of the Board
- Work with HTO’s Event Manager to plan the Annual Fundraising Gala
- Employ fundraising skills to build upon HTO’s successful relationships with foundations

**THE HTO EXECUTIVE DIRECTOR REQUIRES THE FOLLOWING QUALIFICATIONS:**

- **Communication:** A persuasive and passionate communicator with strong written and verbal communication skills and excellent interpersonal skills. Must be able to navigate challenging conversations with diverse stakeholders, and be skilled at negotiating
- **Program Strategy:** Capable of advancing ocean policy from strategy to solutions phase, with experience working with local and state agencies to move issues up the “policy ladder.” Ability to develop and adapt strategy in response to evolving needs
- **Leadership:** Demonstrated leadership and initiative, including human resource management, team development, strategy, and fundraising, with strong financial and organizational skills
- **Community Building:** Skilled at growing and sustaining trust-based relationships with donors, foundations, community members, government agencies, partners and non-profit allies. Experienced with community engagement events
- **Physical requirements:** Ability to occasionally travel to various meetings and sites throughout the state

The following qualifications are *strongly desirable* in the ideal candidate:

- **California Resident:** Strong preference for applicants familiar with Santa Barbara County and the broader Southern California region's social and political dynamics.
- **Advanced Degree:** An advanced degree in a relevant field, with at least 5 years of senior management experience.
- **Environmental Policy:** Experience with environmental review processes, regulatory engagement, and legal and enforcement actions. An understanding of California's water laws and the roles of key agencies, including the State Water Resources Control Board, Department of Water Resources, and Regional Water Quality Control Board. Familiarity with wastewater systems is desirable, including recycled water processes, septic systems, and relevant regulations such as AB 885 and Local Area Management Plans.

## **COMPENSATION:**

Annual salary range of \$150,000 to \$170,000, commensurate with experience and skills, for a full-time position based in Santa Barbara, California. Comprehensive benefits include medical and retirement coverage, paid sick leave, vacation, and rolling paid holidays.

## **APPLICATION PROCESS:**

To apply, please create an application packet including cover letter, resume, and references, combined into a single PDF.

- **Cover letter** explaining your qualifications, experience, and passion to be the next Executive Director of Heal the Ocean.
- **Resume** highlighting your relevant qualifications, including detailed work experience in chronological order.
- **References** of 3-4 individuals, including professional affiliations and contact information. Email to [hire@healtheocean.org](mailto:hire@healtheocean.org) with the subject line: **Your Name - HTO Executive Director Application.**

The deadline to submit the application is **April 10, 2024**, however we will continue to accept applications on a rolling basis thereafter, until the position is filled. If you have questions about the position, please email [hire@healtheocean.org](mailto:hire@healtheocean.org)

The candidate selection process will take place between April - June, 2024. Ideally, the selected candidate would be available to begin the position in July/August. Your application will be treated confidentially, and you will receive an acknowledgment email upon submission.

Heal the Ocean is an equal opportunity employer and actively recruits to promote diversity in our workforce.