



COLORADO WATER CENTER

COLORADO STATE UNIVERSITY

Job Vacancy Announcement
Colorado Water Center Director
Fort Collins, CO

We are committed to increasing the diversity of our staff and providing culturally responsive programs and services. Therefore, we encourage responses from people of all backgrounds and abilities. We invite you to review [Colorado State University's Principles of Community](#) that guide our mission and vision of access, teaching, service and engagement.

The Colorado Water Center (CoWC) is one of 54 Water Resources Research Institutes created by the Water Resources Act of 1964, collectively forming the National Institutes for Water Resources. As a division under Colorado State University's (CSU) Office of Engagement and Extension (OEE), the Center aims to connect all water expertise in Colorado's higher education system with research and education needs of the state's water managers and users. The CoWC leads interdisciplinary research, education, and outreach activities to address complex and evolving water-related challenges in Colorado and beyond. The Center fosters collaboration among stakeholders, synthesizes objective water knowledge to inform decision-making, and inspires the next generation of water leaders. The Center is headquartered at CSU's Fort Collins, CO campus, with specialists working throughout the state and partners across the country and world. The CoWC is currently developing a Western Water Policy Institute to be headquartered at the Hydro Building at the CSU Spur campus in Denver, CO (csuspur.org/hydro/). Visit the CoWC website to learn more about our work watercenter.colostate.edu.

CSU, a prestigious Carnegie Tier 1 Very High Research Activity (R1 status) University, was established in 1870 and remains inspired by its land-grant heritage and world-class faculty, staff and students. CSU enrolls approximately 33,000 on-campus undergraduate, graduate, and professional students, and is the largest employer in northern Colorado with more than 7,400 faculty and staff. CSU is located 60 miles north of Denver in the beautiful city of Fort Collins, CO.

PURPOSE OF POSITION

The CoWC director is appointed by the President of CSU to serve as the chief executive, academic, and policy officer of the Center, reporting directly to the Vice President for Engagement and Extension. The director provides leadership and oversight of the Center's portfolio of research, education, engagement, and service activities, which is developed and implemented in collaboration with CSU faculty and staff affiliates, partner higher education institutions across Colorado, and a variety of partner scholars, agencies, and organizations. The director facilitates planning and continuous improvement of the Center's activities, supported by a statutory external advisory board and an internal faculty executive committee. The director also develops strategic, staffing, and budget plans to implement an innovative and impactful water agenda that addresses state and regional needs and is accountable for raising extramural resources through grants, contracts, gifts, and program fees. In addition, the director is a critical public voice and recognized national expert on water scholarship and policy issues, representing the Center at various water-related organizations, convenings, and policy conversations. Finally, the director engages in extensive travel to fulfill the expectations of the position. The director also serves as a key member of the Office of Engagement and Extension's executive leadership team, promoting impactful engaged scholarship to fulfill CSU's land-grant mission. This position may be considered for a concurrent continuing (non-tenured) or tenured faculty appointment if the individual possesses an outstanding record of achievement that merits appointment as such within one of CSU's academic units.

ESSENTIAL JOB DUTIES

People and Program Management: 50%

- Accountable leader for implementation of the Colorado Water Center budget, operations, and complex programmatic strategy through the division's operational units and teams. Functions include hiring, leading, developing staff and teams, and raising revenue.
- Organizes work units and work flow for fulfilling division's objectives.
- Provides supervision and direction for the division's directors and senior leaders.
- Develops division plans for staffing, development, and performance management.
- Assures relevant policies, procedures, and reporting are followed throughout division.

Strategic Leadership: 25%

- In consultation with the VPEE and OEE leadership, provides strategic leadership of the day-to-day administration of the Colorado Water Center.
- Integrates information from multiple functions and departments to inform strategy for OEE generally and Colorado Water Center specifically in line with CSU, OEE, and the Colorado Water Center missions and goals related to advancing water-related environmental, economic, and societal leading issues and promoting community engagement and collaboration across the state, regionally, nationally, and globally.
- Resolves complex issues with long-term impact through development of division policies, operational processes, and resource development and allocation strategies.
- Leads reviews, analyses, and evaluation of division operations and outcomes to identify strategic opportunities for growth and improvement.

Campus and Community Engaged Scholarship: 25%

- Represents OEE and the Colorado Water Center in collaborations with colleges, divisions, and offices throughout CSU.
- Represents OEE and the Colorado Water Center in partnerships with professional organizations, government agencies, and stakeholder organizations.
- Deliver critical public voice and recognized national expert on water scholarship and policy issues, representing the Center at various water-related organizations, convenings, and policy conversations.

SALARY: The salary range for this position is \$160,000 - \$190,000. Starting salary will be commensurate with education and experience.

REQUIRED JOB QUALIFICATIONS:

- A Ph.D. or equivalent in a water-related field, or a JD and professional focus in water-related legal and policy issues.
- At least 5 years of service in a leadership position at a university, government, or other relevant organization.
- Demonstrated understanding of western water-related issues and policy.
- Administrative experience managing personnel and budgets.
- Track record of strong written and oral communication skills for a diversity of audiences and stakeholders.
- Demonstrated experience leading and engaging in collaborative partnerships.
- Personal or professional commitment to diversity and inclusion as demonstrated by persistent and sustained effort, active planning, allocation of resources and/or accountability for diversity outcomes.
- Must have a valid driver's license or the ability to obtain a driver's license or access to a licensed driver by the employment start date.

PREFERRED JOB QUALIFICATIONS:

- A regional, national, or international reputation as a trusted, responsive expert in water issues (particularly of the western United States), working at the nexus of education, research, policy, and implementation.
- More than 5 years of service in a senior leadership position at a university, government, or other relevant organization.
- Experience and demonstrated success working with water-related issues concerning agriculture and natural resources in rural and urban communities.
- Extensive leadership and administrative success, including hiring, leading, and developing staff, managing a significant budget, raising revenue, leading teams, and managing complex programs and projects.
- Demonstrated problem-solving and conflict resolution abilities.
- Demonstrated ability to navigate contentious issues in ways that facilitates open, objective, and collaborative relationships with the University community and external constituencies.
- Experience working across a diverse set of disciplines and subjects.
- Extensive experience working in or partnering with institutions of higher education.
- Experience working with county, regional, and statewide Extension programs.
- Experience developing, teaching and/or overseeing degree-seeking and non-credit educational programs using multiple modalities.
- Exceptional written and oral communication skills.
- A record of achievement and credentials enabling a concurrent continuing (non-tenured) or tenured appointment within a CSU academic unit.

APPLICATION PROCESS AND DEADLINE: For full consideration, all materials must be RECEIVED no later than 11:59 PM Mountain Time on Thursday, November 18, 2021. Please submit the following to <https://jobs.colostate.edu> to apply:

- Resume
- Cover letter
- Transcript of college(s) course work **showing degrees conferred**. Please remove all references to birth date or social security number.
- Special Required Documentation - Statement (no more than 5 pages) of how you meet all applicable "Required" and "Preferred" Job Qualifications. Please respond to each bullet point separately.

All applicants will be contacted approximately 15 working days after the deadline regarding their status. Next steps and interview dates will be shared to those moving forward. Four professional references will be requested of applicants that advance in the interview process.

For questions regarding the application process, contact the Office of Equal Opportunity at (970) 491-5836 or email oeo@colostate.edu. For questions regarding the job vacancy, responsibilities, and salary, please contact Dr. John Hayes at (970) 491-1649 or John.Hayes@colostate.edu.

BENEFITS: Colorado State University is committed to providing employees with a strong and competitive benefits package that supports you, your health, and your family. Visit CSU's Human Resources website for detailed benefit plan information for permanent full-time and part-time faculty and administrative professional employees in the following University benefit areas. <https://hr.colostate.edu/wp-content/uploads/sites/25/2021/01/benefits-summary-afap.pdf>.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity/expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-1715, titleix@colostate.edu.

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, oeo@colostate.edu.

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, oeo@colostate.edu.

Any person may report sex discrimination under Title IX to the [Office of Civil Rights, Department of Education](http://www2.ed.gov/about/offices/list/ocr/complaintprocess.html).

BACKGROUND CHECK: Colorado State University strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks. The type of background check conducted varies by position and can include, but is not limited to, criminal history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will also be conducted when required by law or contract and when, in the discretion of the University, it is reasonable and prudent to do so.

Application process and additional information may be obtained at <http://jobs.colostate.edu/postings/94311>