

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

<b>Job Title</b>	Water Resource Director
<b>Department</b>	College of Food, Agricultural and Natural Resource Sciences <a href="https://cfans.umn.edu/">https://cfans.umn.edu/</a>
<b>Institution</b>	University of Minnesota Minneapolis, Minnesota
<b>Date Posted</b>	Feb. 3, 2025
<b>Application Deadline</b>	Mar. 17, 2025
<b>Position Start Date</b>	Available Immediately
<b>Job Categories</b>	Professional Staff Director/Manager
<b>Academic Field(s)</b>	Water Management/Policy Land & Water Resource Engineering Environmental Science & Ecology
<b>Job Website</b>	<a href="https://hr.myu.umn.edu/jobs/ext/366476">https://hr.myu.umn.edu/jobs/ext/366476</a>
<b>Apply Online Here</b>	<a href="https://hr.myu.umn.edu/jobs/ext/366476">https://hr.myu.umn.edu/jobs/ext/366476</a>
<b>Apply By Email</b>	
<b>Job Description</b>	

## About the Job

The director will provide strong intellectual leadership and guidance for the WRC, and will work to

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

advance the Center's research, extension, and education to the very forefront of Water Resource Centers worldwide, while maintaining a strong emphasis on water issues of importance to Minnesota. The director will be expected to work closely with non-profit and for-profit sectors, government, and other educational organizations, in shaping and fostering the outreach programs of the Center. This will include leading teams that translate scientific findings to application and practice, and articulate water science and policy findings in public forums as well as to industry and individuals. It is expected that the director will form an external advisory committee and will be responsible for developing comprehensive five-year strategic plans for the WRC.

The successful candidate must have the ability to provide innovative leadership and vision, management skills and insight, and adeptly manage relationships across a wide spectrum of institutions and intellectual disciplines. Fostering an organizational and educational climate that promotes and celebrates interdisciplinary excellence is an important priority; thus, the candidate must have experience leading interdisciplinary research projects and facilitating collaboration across a wide range of disciplines, including the natural and social sciences, engineering, and policy. It is important that the candidate has a record of successful fundraising, including major research grants.

The director will provide leadership to accomplish the WRC goals, to encourage and strengthen the links between University water resources research and Extension, and to strengthen graduate education and training in water resources science. The director will have responsibility for managing and directing staff, budget planning and oversight, and programming to develop innovative and effective methods of delivering high-impact programs. This position is 100% time and reports to the Dean of CFANS with an initial administrative appointment for three years and annually renewable thereafter, depending on successful performance and funding. The position is reviewed annually by the Deans of CFANS and University of Minnesota Extension.

Reporting to the director are the WRC associate director, professional and academic staff managing WRC programs, and administrative staff supporting various programs and core center functions.

This is a full-time 12-month academic professional and administrative position, and tenure is not a requirement to hold the position. However, tenured faculty are encouraged to apply and successful applicants may seek tenure at the University of Minnesota in the department within CFANS that best suits their disciplinary expertise. Candidates who do not currently hold a tenured position may complete the tenure review process as laid out in the University's tenure policies.

### Responsibilities

- **Leadership and Vision**

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

- ? Provide vision and direction for the WRC's collaboration with local, state, regional, national, and international agencies and organizations.
- ? Position the University of Minnesota as a convener on key water issues by providing objective, relevant, and high-quality research and outreach products.
- ? Expand the WRC's national and international involvement by developing research links with other agencies, institutions, and foundations as appropriate.
- ? Enhance the multidisciplinary nature of WRC's research and education activities by increasing collaboration across campus and actively participating in interdisciplinary committees and activities.
- ? Improve the integration of research, education, and outreach within the Center and across campuses within the University.

- **Research and Academic Leadership**

- ? Lead, where able, and otherwise support multidisciplinary, multi-investigator research projects.
- ? Manage and expand the WRC portfolio of research projects, particularly in relation to water use and impacts in agricultural and forestry activities.
- ? Work closely with the co-Directors of Graduate Studies of the Water Resources Science graduate program to provide effective leadership, ensure exceptional training and student education, and serve as an effective liaison with faculty.
- ? Oversee all WRC grants programs, including the awarding and management of National Competitive Grants (104G awards) to Minnesota researchers from the USGS Water Resources Research Act program.
- ? Serve as the primary principal investigator of the Base Grants (104B awards) from the Water Resources Research Act program.

- **Financial and Resource Management**

- ? Secure and expand financial resources through a diversity of funders.
- ? Work with development staff to increase gifts and endowments to the WRC.
- ? Oversee the administration of the USGS Water Resources Research Institute Program grant, including application for annual grants and the submission of all required reports.
- ? Ensures compliance for administration and use of grant funds from a variety of agencies, private sector and NGO sponsors.

- **Representation and Outreach**

- ? Represent the WRC, CFANS, Extension, and/or the University of Minnesota on councils, boards, and committees within and beyond the university community, or appoint a WRC representative when appropriate (e.g., University of Minnesota Water Council, Minnesota Clean

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

Water Council, boards of NIWR and UCOWR).

- ? Serve as National Institutes for Water Resources (NIWR) delegate for Minnesota and attend annual meetings in Washington, DC.
- ? Serve as the lead delegate of the Universities Council on Water Resources (UCOWR).
- ? Engage external advisory committees to connect with WRC clients and collaborators.
- ? Serve as Co-chair of the annual Water Resources Conference and participate on the planning team for the conference every year.

- **Administrative Management**

- ? Manage WRC senior staff who oversee research and Extension programs.
- ? Supervise office staff, manage the center budget, and develop an annual budget.
- ? Represent the WRC within CFANS and Extension, including participation in College Leadership Council meetings.

## Qualifications

### Required Qualifications:

- Ph.D. (or equivalent terminal degree) in water resources science, environmental or natural resource sciences, agricultural sciences, environmental policy, environmental social sciences, resource or agricultural economics, or closely related field.
- Experience in leadership and management positions.
- Demonstrated effectiveness in interdisciplinary settings and engagement with diverse audiences and stakeholders including agency leaders, commodity groups, elected officials and industry leaders.
- A record of securing extramural funding in support of water-related research projects.
- Experience in conducting water-related research and publishing peer-reviewed work.
- Experience in Extension or outreach program development and/or delivery and experience in constituent engagement processes in a water-related discipline.
- Exceptional written and oral communication skills.

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

- Evidence of demonstrated commitment to diversity.

### **Preferred Qualifications:**

- Innovative vision for expanding the impact of the Water Resources Center.
- Innovative vision for growing the interdisciplinary Water Resources Science graduate program in size and scope.
- Demonstrated excellence in teaching and advising graduate students with interdisciplinary interests and from diverse backgrounds.
- Demonstrated knowledge of leadership theory, development, practices, and skills utilized in the context of water resources.

### **Special/Physical Requirements:**

- This position may require travel among worksites including travel to offsite locations throughout Minnesota and occasional national and international travel will also be required.

## **About the Department**

The College of Food, Agricultural and Natural Resource Sciences (CFANS) is composed of thirteen academic departments, ten research and outreach centers across Minnesota, plus the Minnesota Landscape Arboretum, the Bell Museum, and dozens of interdisciplinary centers that span the college, the University, and the globe. CFANS offers fourteen undergraduate majors and thirteen graduate majors, three pre-major/pre-professional programs and more than twenty minors for undergraduate students. Undergraduate enrollment in the college is about two thousand students. CFANS students are well-prepared for a diverse, multicultural workforce through the college's emphasis on experiential, interdisciplinary, and intercultural learning; internships and global perspectives.

At CFANS, we aim to inspire minds, nourish people, and enhance the natural environment, and we believe that's only possible if everyone feels seen, heard and respected. Our college embraces equity and diversity and prioritizes purpose-driven scientific discovery in order for us to build a better tomorrow, together. We align with the University of Minnesota in providing equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

orientation, gender identity, or gender expression.

### **Center Overview**

The vision of the University of Minnesota Water Resources Center (WRC) is clean and abundant water for all, which informs our mission to address current and emerging water challenges through collaborative research, education, and engagement in Minnesota and beyond.

The WRC has particular strengths in addressing issues at the intersection of water, land and people. The most recent WRC Strategic Plan identifies and guides work towards achieving our vision in five focus areas: urban stormwater; water and agricultural landscapes; decentralized wastewater; drinking water; and lakes and aquatic ecosystems. In addition to these focus areas, a key part of the WRC's work is expertise that cuts across specific topic areas: social science, economics and policy; watershed science and planning; team science; and water informatics. We communicate with and convene partners and others who work to achieve our collective goals, whether in academia or the private, non-profit, and public sectors. In turn, those partners take the knowledge and networks that we create to their own audiences and, ultimately, to all Minnesotans and beyond.

The WRC is one of 54 Water Resources Research Institutes established by Congress in 1964 by the Water Resources Research Act. There is one such institute in each state, the District of Columbia, and several U.S. territories. Each institute receives seed funding through an annual appropriation to the U.S. Geological Survey (USGS) in the Department of the Interior. The institutes serve as the primary link between water experts in our Nation's universities and those who manage and use water. Consequently, they have many constituencies for their work, and diverse sources of support, both public and private. The University of Minnesota's Water Resources Center receives institutional funding and support from CFANS and Extension, complemented by funding from the USGS, State of Minnesota, sponsored projects, and other revenue. The WRC also educates the future water resources workforce by serving as the administrative home of the interdisciplinary Water Resources Science graduate program.

By leveraging campus, state, and federal resources, the WRC brings together multidisciplinary research and Extension teams to work on global environmental issues that have regional significance. These teams enable the WRC to develop the depth necessary to address all aspects of these problems; from generating new knowledge and developing innovative solutions to water resource and industry challenges, to addressing the social and policy implications of these problems and solutions. The WRC serves as a convening center to utilize these extensive resources and expertise for developing collaborative solutions to Minnesota's most pressing water resource needs by working with scholars engaged in water-related science, policy or economic research and outreach across the

## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

University of Minnesota system, and numerous business, municipal, state-level and regional issues.

## Pay and Benefits

**Pay Range:** \$180,000 - \$205,000; depending on education/qualifications/experience

**Time Appointment:** 75%-100% Appointment

**Position Type:** Faculty and P&A Staff

Please visit the [Office of Human Resources](#) website for more information regarding benefit eligibility.

The University offers a comprehensive benefits package that includes:

- Competitive wages, paid holidays, and generous time off
- Continuous learning opportunities through professional training and degree-seeking programs supported by the [Regents Tuition Benefit Program](#)
- Low-cost medical, dental, and pharmacy plans
- Healthcare and dependent care flexible spending accounts
- University HSA contributions
- Disability and employer-paid life insurance
- Employee wellbeing program
- Excellent retirement plans with employer contribution
- [Public Service Loan Forgiveness \(PSLF\)](#) opportunity
- Financial counseling services
- Employee Assistance Program with eight sessions of counseling at no cost
- [Employee Transit Pass](#) with free or reduced rates in the Twin Cities metro area

## How To Apply

Applications must be submitted online at <http://employment.umn.edu/> (search for Job Opening ID number here). To be considered for this position, please click the Apply button and follow the

Water Resource Director  
University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

instructions. You will be given the opportunity to complete an online application for the position and attach a cover letter and resume.

**Required application materials:**

- A cover letter clearly indicating how the applicant addresses the required and preferred qualifications
- Resume or Curriculum Vitae
- Statement of philosophy of leadership and vision as it relates to the future of the Water Resource Center (not to exceed 2 pages).
- Names, addresses and email contact information for three (3) professional references whom will be contacted if you are deemed a final candidate
- Diversity Statement\* (please see instructions below)

Additional documents may be attached after application by accessing your "My Job Applications" page and uploading documents in the "My Cover Letters and Attachments" section.

To request an accommodation during the application process, please e-mail [employ@umn.edu](mailto:employ@umn.edu) or call (612) 624-UOHR (8647).

For questions regarding this position, please contact Anna Lee at [leex6681@umn.edu](mailto:leex6681@umn.edu).

The committee will begin reviewing applications after the priority Deadline of Feb 24, 2025. Applications will not be accepted after March 17, 2025.

Instructions for Diversity Statement (include with application materials)

Applicants are required to submit a diversity statement for this position. CFANS values and is actively invested in diversity, equity, and inclusion (DEI) throughout all of our academic programs. Please review the CFANS definition of inclusive excellence for the college.

**Please provide a diversity statement that details your professional experiences in DEI. Experiences may include:**

- Working with diverse communities or local organizations
- Embedding diversity, equity, and inclusion into your professional career
- Your own educational experiences, such as courses or workshops you have participated in and how you anticipate incorporating what you have learned in your future work



## Water Resource Director University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

### **Diversity**

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U: <http://diversity.umn.edu>

### **Employment Requirements**

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

#### **EEO/AA Policy**

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

#### **Contact Information**

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Water Resource Director  
University of Minnesota

Direct Link: <https://www.AcademicKeys.com/r?job=252599>

Downloaded On: Feb. 5, 2025 4:51am

Posted Feb. 3, 2025, set to expire Mar. 17, 2025

**Contact** Brad Earney  
Office of Human Resources  
University of Minnesota  
319 15th Ave SE  
Minneapolis, MN 55455

**Phone Number** 6126264831

**Contact E-mail** earne018@umn.edu