



NEWMOA Seeks Executive Director

About NEWMOA

The [Northeast Waste Management Officials' Association \("NEWMOA"\)](#) is a non-profit, non-partisan, interstate association whose membership is composed of the state environment agency programs that address pollution prevention, toxics use reduction, sustainability, materials management, hazardous waste, solid waste, emergency response, waste site cleanup, underground storage tanks, and related environmental challenges in Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont.

NEWMOA provides a strategic forum for effectively solving environmental problems through collaborative regional initiatives that advance pollution prevention and sustainability, promote safer alternatives to toxic materials in products, identify and assess emerging contaminants, facilitate adaptation to climate change, mitigate greenhouse gas sources, promote reuse and recycling of wastes and diversion of organics, support proper management of hazardous and solid wastes, and facilitate clean-up of contaminant releases to the environment.

To learn more about NEWMOA's goals, activities, programs, and successes, please see the following:

- [Fact Sheet](#)
- [2021 Annual Report](#)
- [Strategic Plan](#)

Headquartered in Boston at 89 South Street, NEWMOA has a staff of six and an annual budget of approximately \$1 million. NEWMOA is overseen by a highly engaged fourteen-member Board of Directors comprised of environmental agency leaders from each of its eight member states. Since 2012, NEWMOA has been excellently led by Terri Goldberg, who will retire from her position effective December 31, 2022.

Opportunity Going Forward

The Executive Director will have the opportunity to lead a highly regarded, crucial, and effective membership organization which maximizes the potential of its members to solve environmental problems within their states and regionally, while also providing exemplars of best practices to be replicated nationally during a time of heightened focus on the environment, sustainability, and climate change. In addition to overseeing all NEWMOA staff, operations, and board relations, priorities for the Executive Director include:

- Navigating the transition from a long serving leader, ensuring that exceptionally strong relationships with members, stakeholders, and partners are maintained.
- Working collaboratively with the Board of Directors to implement the new strategic plan adopted in September 2022.
- Evaluating and revising, where appropriate, NEWMOA's revenue model, staffing structure, and program supports to ensure the organization has the capacity and funding to serve its member states efficiently and effectively while sustaining a healthy work-life balance for the staff.
- Continuously evaluating the efficacy of meetings, interactions, and trainings attended by the board and state agency staff to ensure they are of the highest quality and are efficiently delivered.
- Creating and sustaining a respectful and inclusive work culture that honors the service and contributions of a deeply committed staff with tenures ranging from two years to more than thirty.

Profile of the Ideal Candidate

Desired Credentials:

- At least 5 years' senior leadership experience at an organization of comparable size, scope, and financial complexity.
- Knowledge of or experience in the fields of environmental science, solid waste, hazardous waste, pollution prevention, toxics reduction, and/or site remediation.
- Knowledge of state and federal government policies, practices, and funding as well as the legislative process and advocacy.
- Minimum of a bachelor's degree.

Skills and Attributes:

Consummate Collaborator with Strong Oral and Written Communication Skills

- A people person who is a collaborator, networker, and consensus builder who can convene, listen, facilitate, and gain consensus.
- Able to assume a customer service mentality to respond to and meet the needs of members.
- Diplomatic skills with a commitment to inclusivity and respect while working with a wide array of stakeholders to align around common goals.
- Strong communicator and public speaker who can represent NEWMOA publicly as a liaison to government agencies, nonprofits, and other stakeholders.
- Open-minded, with the ability to accept feedback and share credit.
- Strong, effective, and efficient writer with the ability to understand and translate technical concepts.

Strategic and Nimble Leader

- Persistent and assertive leader with the confidence to offer informed opinions and the ability to know when to step up and back.
- Able to engage in meaningful conversations and an exchange of ideas, ultimately getting to closure and producing finished products.
- Opportunistic, nimble, multi-tasker with a can-do spirit and superb organizational skills.
- Curious critical thinker and learner able to stay abreast of sector trends and interpret emerging content.
- Able to juggle the diverse tasks associated with managing a small nonprofit and pitch in where needed.
- Skilled at providing strategic leadership to a board of directors to effectively and efficiently use its time to achieve meaningful results.

Confident Leader of People

- Skilled at effectively managing human resources to maximize the output of a small staff.
- Leads with confidence, humility, and purpose, remains open to courageous conversations, and creates a work climate that celebrates teamwork, diversity, and inclusivity.
- Able to empower staff, provide them with professional development opportunities, and hold all to consistently high levels of accountability for specific deliverables within tight timeframes.
- Able to create a work culture that integrates innovative ideas within a workforce that has significantly long tenures.
- Flexibility, with the need to marry organizational structure with diverse and ever-changing funding sources.

Fundraiser and Financial Steward

- Able to create and execute a funding strategy that maximizes the financial contributions of member states, attracts additional federal and state funds, and incorporates private philanthropy and corporate contributions.
- Proven fundraising skills with demonstrated success as a grant writer and an ability to manage, account for, and report on grants.
- Financial acumen to manage the financial and administrative operations of a \$1 million nonprofit.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$115,000 to \$135,000 commensurate with experience and qualifications. NEWMOA also offers a comprehensive and competitive benefits package.

Additional Information and Application Process

It is the policy of the NEWMOA to provide equal employment opportunities for training, compensation, promotion, and other aspects of employment for all qualified applicants and employees without regard to gender; race; color; creed; religion; national origin; ancestry; sexual orientation; gender identity or expression; pregnancy; age; disability; military service; veteran status; or any other classification protected under applicable law.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. The candidate must submit a resume and cover letter that describe qualifications and experience that match the needs and mission of NEWMOA. Applications will be accepted until the position is filled. All submissions will be acknowledged and are confidential. Upload required documents to:

<https://eostransitions.applicantpool.com/jobs/>. Any questions can be submitted to John at: jtarkin@eostransitions.com.