



**DIRECTOR OF DEVELOPMENT**  
**TEXAS WATER TRADE**  
**Remote – Texas**  
[Texas Water Trade](#)



The Aspen Leadership Group is proud to partner with Texas Water Trade in the search for a Director of Development.

Joining Texas Water Trade (TWT) during its startup phase, the Director of Development will serve as a critical member of TWT's leadership team, setting and achieving the organization's fundraising goals and helping it successfully carry out its mission. The Director of Development will manage all fundraising efforts including major gifts from individuals, government grants, foundation grants, and annual giving from all sources; research, data entry, gift processing, and acknowledgments; stewardship; and special events. The Director of Development will develop and implement strategies that diversify TWT's funding portfolio, with a special emphasis on individual donors and corporate sponsors.

Texas Water Trade is an organization aimed at unleashing the power of markets and technological innovation to build a future of clean, flowing water for all Texans. Founded in 2019 with catalytic support from the Harte Charitable Foundation, its work focuses on deploying capital to clean water solutions for people and the environment, with an emphasis on leveraging water transactions to ensure healthy flows in Texas rivers and scaling up investment in net zero municipal water solutions. Its vision is durable, long-lasting water supplies in Texas that ensure future economic growth, ecological resilience, and abundant water for present and future generations, no matter their income or zip code.

Over the next 30 years, Texas's population is set to double, driving a projected 35 percent increase in municipal water demand. While cities and industries are well positioned to capture the water they will need to enable this growth, downstream water users such as agricultural producers, rural communities, and rivers and bays are less water secure than ever before. Avoiding these potential water shortages will require investments that transcend sectors and enable innovative tools that will work in Texas' pro-property rights culture.

#### **REPORTING RELATIONSHIPS**

The Director of Development will report to the Chief Executive Officer, Sharlene Leurig.

## FROM THE CHIEF EXECUTIVE OFFICER

*Thank you for considering a role at Texas Water Trade! I launched TWT in early 2019 with the objective of establishing a new type of player in the nonprofit space—one that would leverage the best of today's water technologies and Texas' market-oriented thinking to redefine how one of our country's fastest-growing economies sources its water. Our work is predicated on the notion that Texas can grow while meeting the freshwater needs of people and nature. This is a tall order in a state forecasted to double in population in the next 30 years against the backdrop of climate change. But our vision is one that I continue to believe is achievable through systems design, holistic planning, use of sound science, and innovative finance.*

*Our team at Texas Water Trade is small but mighty. In less than three years, we have grown into an annual budget of more than \$2.5 million. We recently hired our first fully programmatic position and are now hiring for our second in our Conservation Finance Program. We have built a first-class Board of Directors who come from a wide array of backgrounds in the conservation, water development, and finance worlds and who are active champions of our work.*

*Remarkably—especially given that half of our organizational life has been lived amidst the disruptions of Covid—TWT has diversified and grown our revenues into a portfolio that belies our age. While we still rely to a great extent on foundation grants, we have three federal awards that are an important first step in building a diverse and resilient income portfolio. Even more incredible, we were thrilled to capture three high-profile opportunities that will boost our name recognition and reach in the coming years. First, TWT and our partner, the City of Fort Stockton, were selected by Quantified Ventures in their Texas Outcomes-Based Financing Challenge. Together we are working to develop financial vehicles that will support early activities to restore Comanche Springs to year-round flow—the largest spring restoration project ever attempted. Our Comanche Springs restoration work also won the Conservation Wrangler designation of Texan by Nature, with whom we will be working over the coming 18 months to build corporate partnerships and recruit champions from around the state. Finally, we are honored to be a Lone Star Prize finalist for our concept of a subscription-based drinking water service to close the clean water gap for millions throughout the state without safe drinking water. Collectively, these resources and opportunities present a phenomenal springboard for ongoing resource development.*

*Our new Director of Development will be stepping into this role at an important time. While we're maturing beyond the early startup phase, we are still in a phase of rapid growth and evolution. Like all nonprofits, growth and diversification of our revenue streams remains a top priority. In addition to leading our efforts toward these fiscal objectives, the Director of Development will be responsible for refining and creating systems for managing donors, sponsors, and grants. This will require active coordination with current team members and our external Chief Financial Officer; it will also create the impetus and opportunity for the Director of Development to define new staff and contract roles to manage an increasingly complex financial picture. In addition to these systems, the Director of Development will have responsibility for leading engagement with our Development Committee to create and adapt approaches for donor and sponsor cultivation and recruitment. With the Development Committee and other advisors, the Director of Development will be asked to spearhead production of multimedia communications and events for fundraising and brand development. In recognition of our commitment to purposeful collaboration with nonprofit and municipal partners, the Director of Development also will be asked to coordinate frequently with external partners for joint grant development. The role's broad remit requires a person of tremendous organizational proficiency, managerial miens, and discipline. At the same time, the culture of the organization is one that favors collegiality, kindness, respectful assertiveness, and creativity.*

*We are on the precipice of extraordinary things. If you are seeking a role that will activate your creative spark, present new challenges, and bring the rewards of meeting a generational challenge with collaborative ingenuity, I hope you will consider Texas Water Trade as your next endeavor.*

–Sharlene Leurig, Chief Executive Officer

## **DIVERSITY, EQUITY, AND INCLUSION**

Texas Water Trade’s mission is to build a future of clean, flowing water for *all* Texans using market-based solutions.

Delivering on that mission includes recognizing the reality that, today, who has clean water and who lives without it is more often than not shaped by race and ethnicity, by household income, by community prosperity, and by privilege.

Texas Water Trade affirms that clean water is a basic human right, and it commits itself to advancing water solutions that are accessible to every community in Texas.

To advance the goal of universal clean water access, clean water champions who represent the true diversity of this great state must be sought out. In addition, TWT must strive to enable every community that would seek its partnership to advance clean and equitable water solutions. Welcoming and recruiting diverse perspectives to the staff and board is a foundational part of TWT's approach.

Texas Water Trade invites opportunities to co-create innovative, inclusive, and collaborative water solutions for Texas, today and for future generations. Because everyone, everywhere, deserves clean, abundant and affordable water.

## **PRIMARY RESPONSIBILITIES**

The Director of Development will

- create and execute strategic and effective development plans, communicating a compelling vision and sense of purpose to all internal and external stakeholders;
- work collaboratively with the CEO, the Board, and other team members to understand and meet the organization’s priorities and lead the development of strategies designed to meet fundraising goals;
- evaluate, develop, and maintain new and diverse sources of funding to support TWT’s growth;
- consistently meet and exceed financial performance measures, goals, and deadlines;
- implement office systems to support all development projects (i.e. development calendar, metrics reports, and donor tracking databases);
- continuously analyze and benchmark the effectiveness of development efforts and make improvements accordingly;
- develop and steward relationships with individual donors through network outreach, individual engagement, and strategic events;
- supervise donor and gift record-keeping and coordinate development research activities;
- support the CEO’s major gift work with top prospects and donors;
- participate in the annual budgeting process; and
- prepare all development reports for the Board and other audiences.

## KEY COLLEAGUES

### **Sharlene Leurig**

#### **Chief Executive Officer**

Sharlene Leurig is a sustainable water finance expert with extensive experience in Texas on long-range water planning, infrastructure finance, and water transactions. Formerly, she directed the Texas Environmental Flows Initiative, a collaboration of The Meadows Center for Water and the Environment, the Harte Research Institute, The Nature Conservancy, and several other groups to purchase water for the bays and estuaries of the Texas Gulf Coast. She also chaired the Austin Water Forward Task Force, which developed a groundbreaking 100-year water plan approved unanimously by the Austin City Council in 2018. She holds a BA in Physics and English from Washington University in St. Louis and a Master in City Planning from the Massachusetts Institute of Technology, where she was a fellow in the MIT-USGS Science Impact Collaborative, focusing on the role of science in multi-stakeholder resource planning and dispute resolution.

### **Quinn McColly, Ph.D.**

#### **Conservation Finance Director**

Dr. Quinn McColly comes to Texas Water Trade with a unique background that combines practical market experience with academic research. Quinn earned his Ph.D. in Coastal and Marine System Science at the Harte Research Institute for Gulf of Mexico Studies at Texas A&M—Corpus Christi. He studied with Dr. David Yoskowitz's Socio-Economics Group, where he wrote his dissertation *Market Mechanisms and the Efficient Allocation of Water*. He came to the Harte Research Institute after a long stint in the world of finance, working as a floor trader on the Chicago Stock Exchange for a decade before moving laterally into an advisory position in private wealth management. He earned his master's degree at TAMU-CC in Environmental Science after defending his thesis *Evaluating the Interest of Voluntary Buyers in an Ecosystem Services Exchange*. During his undergraduate work at Indiana University and Columbia College, he studied liberal arts with concentrations in environmental studies, history, and philosophy.

### **Christine Rosales**

#### **Senior Executive Administrator**

Christine Rosales is responsible for managing the day-to-day operations of Texas Water Trade. Before joining Texas Water Trade in 2019, she worked at The University of Texas at Austin as an Executive Assistant at the Dell Medical School and previously as an Executive and Exhibitions Assistant at a non-profit photography organization in Houston. She is currently working toward completion of her Bachelor's degree.

### **Jay Kleberg**

#### **Vice Chair, Board of Directors**

Jay Kleberg is the co-founder of Explore Ranches, connecting travelers with more than 500,000 acres of historic ranches in the American West. He is also the producer of an upcoming natural history documentary, *Deep in the Heart*, and was part of a team that produced the feature-length documentary *The River and the Wall*. Jay previously served as Associate Director and Director of Conservation Initiatives for Texas Parks and Wildlife Foundation. Prior to his work in Texas, he co-founded a Brazilian-based adventure travel outfitter and conservation organization. Jay is a graduate of Williams College, holds an MBA from the McCombs School of Business at the University of Texas and lives in Austin with his wife and three daughters.

**Lori Traweek****Chair of Development Committee, Board of Directors**

Lori Traweek worked for 27 years at Gulf Coast Authority in various roles including as CEO/General Manager before her retirement in late 2020. Traweek also serves as Chair of the Galveston Bay Foundation and President of the Texas Conservation Fund, and is a board member of the Economic Alliance of Houston – Port Region, the Baytown-West Chambers County Economic Development Foundation, the Texas Water Conservation Association, and the Texas Water Conservation Association Risk Management Fund. In addition, Traweek represents GCA on the Galveston Bay Council, the governing body of the Galveston Bay Estuary Program, serving since 1999 as both Vice Chair and Chair. In 2008, Traweek was appointed to the Trinity-San Jacinto Rivers and Galveston Bay Basin and Bay Area Stakeholders Committee representing recreational users by the Texas Environmental Flows Advisory Group of the Texas Senate and still participates in that capacity.

**Don Perkins****Chair, Board of Directors**

Don Perkins has served as the Gulf of Maine Research Institute's President/CEO since 1995. Since 2013, he has served as the Executive Director of the Harte Charitable Foundation, developing their investments in the stewardship of and sustainable development of the Gulf of Mexico. The Harte Charitable Foundation provided catalytic financial support for the launch of Texas Water Trade.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

Texas Water Trade seeks a Director of Development with

- a commitment to the mission and vision of Texas Water Trade—interest in Texas springs, rivers, bays, and estuaries, the future of urban water supplies, market-based conservation and transformative technology for clean water access is appreciated;
- fundraising experience and competency with all phases of donor relations (identification, cultivation, solicitation, stewardship, etc.);
- experience building a portfolio of corporate sponsors;
- experience writing, managing, and tracking grants;
- familiarity with corporate, foundation, federal, and state funding cycles/cultures;
- a desire to interact with donors, entrepreneurs, scientists, government officials, and engineers in creative, disciplined, periodically ambiguous, and chaotic environments;
- an ability to relate well to all people, inside and outside of the organization, build appropriate rapport and constructive relationships using listening skills, diplomacy, and tact;
- strong oral and written communication skills with a focus on detail and deadlines;
- strong core computer skills including MS Word, Excel, Outlook, Access & PowerPoint;
- experience with sophisticated contact management systems; and
- enthusiasm for a dynamic and entrepreneurial environment.

A bachelor's degree is required for this position, as it at least five years of experience in nonprofit resource development.

## SALARY AND BENEFITS

Texas Water Trade offers a competitive salary and benefits package with excellent benefits, including

- 10 paid holidays per year. At the discretion of the Chief Executive Officer, the Texas Water Trade offices may be closed from Christmas Day to New Year's Day, with all eligible staff receiving pay;
- 10 days paid vacation leave for the first year and 15 per year thereafter;
- 5 paid get well days per year;
- Up to 12 weeks of unpaid leave for family care, eligible following 12 consecutive months of employment at TWT;
- Up to 4 weeks of paid maternity/paternity leave, eligible following 12 consecutive months of employment at TWT;
- 90% employer contribution to health insurance coverage;
- Long- and short-term disability insurance;
- Up to 6% match on employee 401(k) contributions; and
- Out-of-state relocation budget of up to \$1,000.

## LOCATION

Texas Water Trade is located in Austin, Texas. The Director of Development may work remotely from a location in Texas with the ability to travel to Austin occasionally.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should express a commitment to the mission of Texas Water Trade and the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected. All inquiries will be held in confidence.

Texas Water Trade is proud to be an Affirmative Action, Equal Opportunity Employer. Its employment decisions are made without regard to race, color, religion, gender, national origin, age, disability, marital status, veteran or military status or any other legally protected status.

*To apply for this position, visit:*

[Director of Development, Texas Water Trade.](#)

*To nominate a candidate, please contact Don Hasseltine:*

[donhasseltine@aspenleadershipgroup.com.](mailto:donhasseltine@aspenleadershipgroup.com)