



Position Announcement

**Director, San Francisco Estuary Partnership**

This is a unique opportunity to lead a regional program with a federal mandate to protect and restore the water quality and ecological integrity of the San Francisco Estuary.

The Estuary Partnership is locally hosted by the Association of Bay Area Governments (ABAG) and the Metropolitan Transportation Commission (MTC), the Bay Area's two principal regional planning agencies.

## **ABOUT THE SAN FRANCISCO ESTUARY PARTNERSHIP**

The San Francisco Estuary Partnership (Estuary Partnership) is a regional program with a federal mandate to protect and restore the water quality and ecological integrity of the San Francisco Estuary. Established in 1988 under the Clean Water Act, the Estuary Partnership is part of the U.S. Environmental Protection Agency's National Estuary Program, a place based, nonregulatory Initiative created to protect and restore estuaries of national significance across the country.

The Estuary Partnership is locally hosted by the Association of Bay Area Governments (ABAG) and the Metropolitan Transportation Commission (MTC), the Bay Area's two principal regional planning agencies, which are jointly administered through an integrated staffing structure. ABAG serves as the region's council of governments, focusing on land use, housing, and environmental planning, while MTC is the federally designated Metropolitan Planning Organization responsible for regional transportation planning and investments. Through this hosting arrangement, Estuary Partnership staff are employed and supported within the joint ABAG/MTC organization, allowing the program to align its work with broader regional planning and policy efforts while maintaining its distinct federal mandate and governance structure.

The Estuary Partnership leads the Estuary Blueprint, a comprehensive, collaborative strategy for the Estuary's future that spans the "upper Estuary" of the Sacramento and San Joaquin River Delta through the San Francisco Bay toward the Pacific Ocean. Working hand-in-hand with communities, funders, and a wide range of public and private partners, the Estuary Partnership helps coordinate restoration, advance innovative solutions, and adapt to the dynamic environmental and social needs of the Estuary and its watershed communities.

The Estuary Partnership's day-to-day activities include facilitating partnerships; providing technical assistance to local governments and project proponents; supporting planning and design of multi-benefit restoration and resilience projects; and helping coordinate funding opportunities across federal, state, regional, and local sources. The Estuary Partnership also emphasizes community engagement, working with organizations and communities to elevate local priorities, build capacity, and ensure that Estuary protection and resilience efforts deliver environmental and public benefits across the region.



San Francisco  
**ESTUARY  
PARTNERSHIP**



Photo: Joey Kotfica

## The San Francisco Estuary Partnership and its partners are committed to a future that envisions and works towards a healthy San Francisco Bay and Delta.



We take an innovative and forward-looking approach, embracing new technologies and strategies, including nature-based solutions, to improve the resilience of our shoreline communities.



We catalyze regional work toward our collective vision of a healthy Estuary.



We work collaboratively with partners across disciplines and sectors to restore the Estuary's unique habitat, improve water quality, reduce flood risks, and secure green spaces for generations to enjoy.



We leverage federal funding with millions of dollars in state and local funds for on-the-ground projects that directly improve the lives of communities across the region.



Photo: Mark Jones

### OUR IMPACT

The Estuary Partnership manages over **\$100 MILLION** in planning, design, implementation, and community capacity-building projects, enacting the 25 priority actions outlined in our regional 2022 Estuary Blueprint ([sfestuary.org/estuary-blueprint/](https://sfestuary.org/estuary-blueprint/)).

## ABOUT THE POSITION

The *Director, San Francisco Estuary Partnership* is responsible for the successful leadership and management of the Estuary Partnership, including overall fiscal management, staff and work plan development and management, short- and long-range planning, and fund development. The Director oversees the implementation and updating of the Comprehensive Conservation and Management Plan (the Estuary Blueprint), guided by the strategic direction set by the Implementation Committee.

The Estuary Partnership is hosted by ABAG/MTC, with the Director reporting to the ABAG/MTC's Deputy Executive Director of Metro Planning and Policy. The Director builds and maintains professional relationships with local, regional, state, and federal partners across the public, private, and nonprofit sectors. Within ABAG/MTC, the Director collaborates with regional planning, legislation and public affairs, and business operations staff to ensure the Partnership's work is carried out efficiently and effectively.

The San Francisco Estuary is home to communities with varied lived experiences whose perspectives are essential to shaping resilient, environmental solutions. We value team members who can help us engage effectively and respectfully with all communities across the region.



## DUTIES AND RESPONSIBILITIES

- Lead a staff of 17 professionals with a variety of skillsets to build a strong team, achieve annual workplan objectives, and further the objectives of the National Estuary Program and the Estuary Blueprint
- Build and maintain strong relationships with myriad partners including from agencies, communities, Tribes, non-profits, business, and academia
- Lead implementation and updates to the Estuary Blueprint, and communicate environmental outcomes and relative progress of Estuary Blueprint Actions using a variety of tools and methods
- Exercise responsibility for the fiscal health of the Estuary Partnership, including developing and managing multi-million dollar budgets, and identifying and applying for public and private funding and in-kind resources to support staff and advance projects and programs that increase the health and resiliency of the San Francisco Estuary.
- Foster an inclusive community among the team and with partners
- Support the Estuary Partnership's Management Conference (the "Implementation Committee") in fulfilling their statutory role under the federal Clean Water Act and aligning with strategic objectives
- Work closely with ABAG/MTC leadership and with agency operations and finance sections
- Advance cross-agency collaborative efforts within ABAG/MTC that support ABAG/MTC's strategic framework
- Comply with Congressionally mandated reporting and program advancement as directed by US EPA, including developing an annual workplan and budget
- Work closely with US EPA headquarters and Region 9 San Francisco Bay Program staff to advance projects and programs consistent with the Clean Water Act
- Collaborate with National Estuary Programs across the country and perform duties as a member of the Board of Directors of the Association of National Estuary Programs

# MINIMUM QUALIFICATIONS

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

## Education:

Bachelor's degree from an accredited college or university with major coursework in environmental science, natural resource management, planning, civil engineering, public administration, business administration, communications, or a related field is required.

## Experience:

Minimum of six (6) years of progressively responsible professional experience leading and managing programs or initiatives related to environmental protection, natural resource management, sustainability, or public-sector or nonprofit operations, including at least four (4) years in a supervisory or senior management role with responsibility for strategic planning, project oversight, budgeting, and staff leadership.

Experience managing complex, multi-stakeholder projects and working collaboratively with governmental agencies, community-based organizations, Tribes, or other partners is required. Experience in environmental policy, environmental science, or natural resource management is critical.



## PREFERRED QUALIFICATIONS

Master's degree from an accredited college or university with major coursework in environmental science, natural resource management, planning, civil engineering, public administration, business administration, communications, or a related field is preferred.

- 8+ years of program management and supervisory experience, including strategic planning and managing multiple complex projects
- Extensive working experience in natural resource management, with a preference for estuary-specific experience
- Demonstrated ability to lead complex, multi-sector strategic initiatives that align diverse partners around a shared vision and measurable outcomes
- Deep understanding of environmental policy and science
- Ability to effectively oversee operations including budgeting, performance management, and workforce development
- Exceptional verbal and written communication skills
- Demonstrated success in securing and managing funding from governmental and non-governmental sources
- Ability to supervise and support senior leadership staff, build high-performing teams, and lead organizational change initiatives
- Ability to establish and maintain effective, collaborative relations with a wide variety of partners
- Experience working with communities of all backgrounds, Tribes, or communitybased organizations, and a demonstrated commitment to ensuring all communities share in environmental benefits.



## LOCATION

This position is located at the Bay Area Metro Center, 375 Beale Street, San Francisco, CA 94105 at the offices of ABAG/MTC.

## SALARY AND BENEFITS

Salary Range: \$230,930 – \$287,132 annually, commensurate with experience, PLUS a generous benefits package which includes:

**RETIREMENT:** Public Employees Retirement System (PERS); employee contributes a portion of gross salary on a pre-tax basis. MTC is subject to California Pension Reform and will offer two pension plans. The plan will be based on the individual's historical pension plan membership. HR will discuss this directly with all final candidates.

**HEALTH INSURANCE:** Available through the Public Employees Retirement System (premiums are shared between agency and employee).

**DENTAL INSURANCE:** Agency-paid (dependent coverage shared by the employee and MTC).

**VISION INSURANCE:** Agency-paid, employee only (dependent coverage is paid in full by employee).

**ADDITIONAL INSURANCE:** Agency-paid Life, AD&D, Short Term and Long Term Disability Insurance. Voluntary Supplemental life insurance.

**HOLIDAYS:** 11 paid holidays per year.

**VACATION:** One day per month paid vacation leave; for each year of service, an additional day per year is granted to a maximum of 25 days per year.

**SICK LEAVE:** One day per month paid sick leave, with no limit to the amount of sick leave that can be accumulated (may cash out up to 240 hours of accumulated sick leave upon separation from the Agency).

**PERSONAL BUSINESS LEAVE:** Up to three (3) days per year depending upon date of hire.

**MONTHLY TRANSIT/PARKING SUBSIDY:** MTC provided public transit subsidy of up to \$340 per month in accordance with MTC's public transit program.

**DEFERRED COMPENSATION:** Alternative employee-paid payroll savings plans available.

**FLEXIBLE SPENDING ACCOUNTS:** Two voluntary employee-paid pre-tax dependent care and health care flexible spending accounts available for employees.

## EQUAL OPPORTUNITY EMPLOYER

The Metropolitan Transportation Commission is an equal-opportunity, non-discriminatory employer. MTC provides all employees and applicants with an equal opportunity in every aspect of the employment experience regardless of race, color, religion, sex, national origin, physical handicap, medical condition or marital status.



## **APPLICATION PROCEDURE**

**The position is open until filled. First consideration will be given to applicants who submit a letter of interest and resume by Wednesday, June 10, 2026.**

**For consideration, please submit a letter of interest outlining why you are interested in the position. Your resume must include detailed experience and dates of employment.**

**Submit your application to: [sfepdirector@averyjames.com](mailto:sfepdirector@averyjames.com).  
Attention: Michele James**

**Questions: Please submit via email to [sfepdirector@averyjames.com](mailto:sfepdirector@averyjames.com)  
Attention: Michele James, President, Avery James Inc.**



[www.averyjames.com](http://www.averyjames.com)

For more information on the San Francisco Estuary Partnership visit:  
<https://sfestuary.org>

For more information on the Association of Bay Area Governments visit:  
<https://abag.ca.gov>

For more information on the Metropolitan Transportation Commission visit:  
<https://mtc.ca.gov>