



## **WEF Trustee Application - 2025**

The Water Environment Federation (WEF) and its members have a vision of a Life Free of Water Challenges. As a global water-sector leader, WEF's mission is to inspire the water community in pursuit of human and environmental well-being. As an organization we are in the process of implementing a new, bold [Strategic Plan](#), and are seeking two new Trustees to help shepherd the organization as we transform WEF and the water sector to better reflect our core values and achieve our strategic goals in support of our Vision.

### **Trustee Qualifications:**

WEF trustees come from a wide variety of experiences and backgrounds. Ideal candidates will have a passion for water, the people who work in the sector, and the communities served by the sector; as well as a curiosity that compels them to ask probing questions and seek new solutions. They will also be open-minded, collaborative, strategic, and have a vision for how WEF can better serve its customers and the broader water sector. The Board strives to create an atmosphere of trust. In interpersonal communication and interactions, we value openness, truthfulness, and active listening, appreciating that others have varied and different experiences than their own. We strive to reflect and represent the demographic, geographic, and expertise diversity of our membership and the broader water sector.

Ideal candidates will have leadership experience in most of these areas:

- Executive management
- Executive oversight
- Prior board or governance leadership
- Strategic leadership
- A demonstrated commitment to culture and belonging
- Financial acumen and/or operational expertise
- Connection to strategic partners or sectors outside of WEF

### **Trustee Duties:**

WEF trustees have fiduciary, governance, and strategic responsibilities for the organization. They set the strategic direction and governing policies for WEF, as well as provide budgetary oversight,

general programmatic direction, and oversight of Board committees, task forces, and standing programs. They also select, hire, evaluate, and establish contract terms for the executive director.

The WEF Board meets in-person in North America four to five times per year for approximately three days and at various times for shorter virtual meetings. Trustees are expected to travel to Member Association and other conferences, participate in Board committees and task forces, as well as other assignments as needed. WEF covers reasonable travel expenses for its trustees.

WEF trustees serve three-year terms beginning in the fall, immediately after WEF's annual conference (WEFTEC).

**Time Commitment:**

Serving as a Trustee is a significant time commitment. Trustees are expected to attend up to five Board meetings and represent WEF at 5-6 other conferences each year. In addition, Trustees will serve on Board Committees and Task Forces that meet routinely throughout the year and may be asked to attend additional virtual meetings as needed. The total commitment can be up to 30-40 days of travel and take 400-500 hours per year. Applicants are encouraged to discuss this time commitment with their family and employer prior to applying.

There is flexibility in scheduling travel to accommodate other commitments. The Board works collaboratively on a year-to-year basis to accommodate the needs of Trustees but cannot eliminate the need for travel.

**Application and Selection Process:** Applications are due by 11:59 PM Pacific Time on, May 28, 2025. Please be sure to save a copy of your submitted application on the final page once you have submitted the form, as you will not receive any email confirmation of submittal. However, saving your submitted form will allow you access to your application to make additional changes/edits (in the Forms app) up until the deadline.

Members of the WEF Nominating Committee will review all applications. Some applicants may be selected for virtual interviews and their references contacted. The Nominating Committee will recommend a slate of nominees to the WEF Board of Trustees to be considered by early August. If the slate is approved, applicants will be informed as to whether they are nominated, and the slate of nominees will be forwarded to the WEF House of Delegates (HOD) for confirmation of the Trustees at the annual WEF Business Meeting ahead of WEFTEC in late September.

Other information requested for application:

Resume: 2-page limit (identify work experience, board experience, relevant non-profit leadership, and anything else relevant to WEF Board participation).

Employer letter of consent to participate fully on the Board on employer letterhead – template provided in application.

Three references (optional): References may not be current WEF Board members or members of the WEF Nominating Committee.

Interviews will be scheduled for the week of June 16<sup>th</sup>. Applicants may direct any questions to Aimee' Killeen, Immediate Past President and Chair, Nominating Committee – [aimeekilleen@providenceeng.com](mailto:aimeekilleen@providenceeng.com).