

WEF Vice President 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 a new Vice President 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.

Vice President Qualifications:

The Vice President is an Officer of the Board. WEF Officers, 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 inter-personal communication and interactions, we value openness, truthfulness, and active listening, appreciating that others may 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

Officer Duties:

WEF Officers have fiduciary, governance, and strategic responsibilities for the organization. They, along with the Trustees, 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. Officers 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 Officers.

The Vice President shall serve a term of one year beginning at the conclusion of WEF's annual conference (WEFTEC). The Vice President shall automatically succeed to the office of President Elect for a one-year term, then to the office of President for a one-year term, and finally to the office of Immediate Past President for a one-year term. Individuals are limited to one full term in the office of Immediate Past President, President, President Elect, and Vice President except for an individual appointed to fill a vacancy who may serve for the unexpired term in the office which they fill, and an additional one-year term in the office.

Time Commitment:

Serving as an Officer is a significant time commitment. Officers are expected to attend up to five Board meetings and represent WEF at 5-6 other conferences each year. In addition, the Officer will serve on Board Committees and Task Forces 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 initially, additional responsibilities that add to this time commitment for President Elect, President, and Immediate Past President. The time commitment for President is the highest at approximately 1,000 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 Officers 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 Vice President candidate 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 candidate at the annual WEF Business Meeting ahead of WEFTEC in late September.

Other information requested:

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 16th. Applicants may direct any questions to Aimee' Killeen, Immediate Past President and Chair, Nominating Committee – aimeekilleen@providenceeng.com.