

WEF Trustee Application - 2024

Bold Leadership. Customer at the Center. Collaborative Partnerships. Diversity, Equity, and Inclusion (DE&I) in ALL we do. These are the core values that guide the Water Environment Federation (WEF) and its members in fulfilling our vision of 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. We are in the second year of implementation of 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 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 inter-personal 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 the majority of these areas:

- Executive management
- Executive oversight experience
- Prior board or governance experience
- Strategic and change leadership experience
- A demonstrated commitment to diversity, equity, and inclusion
- 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 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, June 2nd, 2024. After receiving applications, members of the WEF Nominating Committee will review the 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 the end of July. 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 for confirmation of the Trustees at their meeting ahead of WEFTEC in late September.

Applicant information: Name, address, phone, email address, WEF membership number.

Applicant experience (Trustee):

Note: All responses have a 400-word limit unless otherwise stated.

1. Describe a time when you were part of leading and/or implementing a strategic vision or change. Include your role, hurdles, and insights you encountered, the impact it had, and the lessons you would bring with you to the WEF Board.
2. How do you envision helping to advance WEF's strategic plan during your term on the Board?
3. The Water Environment Federation (WEF) maintains diversity, equity, and inclusion as core principles of the organization's mission. Trustees must lead by example in upholding these principles. Please tell us about your experience as an advocate for diversity, equity and inclusion, as well as specific activities or initiatives you have been involved with, and insights you have gained from your experiences.
4. An important role for WEF Trustees is to connect WEF to the broader water sector and adjacent sectors that could have strategic relevance. What strategic partnerships or relationships would you bring as a member of the WEF Board?
5. From your perspective, what are one or two of the most pressing challenges facing WEF and/or the water sector, and what do you think WEF's response should be?

6. Why do you believe you are a good candidate to join the WEF Board this term?
7. Will you be able to obtain permission from your employer to serve on the WEF Board of Trustees if selected? (YES/NO)
8. Have you received approval from your employer to the time commitment required of WEF trustees and do they understand that you will have significant travel? (YES/NO)
 - a. Optional: You may use this space to describe anything we need to know relative to your ability to commit to the time and travel expectations.

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 attached
- Three references:
 - References may not be current WEF Board members or members of the WEF Nominating Committee
 - Reference letters are not required

Applicants may direct any questions to Ifetayo Venner, Immediate Past President and Chair, Nominating Committee – Ifetayo.venner@arcadis.com