

Education Manager

Green Infrastructure Leadership Exchange

Remote

Salary: \$82,000-\$90,000

The Organization

The Green Infrastructure Leadership Exchange (The Exchange) is a cross-sector network of practitioners working to advance equitable green stormwater infrastructure across the United States and Canada. Founded in 2016, the Exchange brings together local governments, water agencies, planners, engineers, landscape architects, educators, and nonprofit leaders who are committed to using nature-based solutions to address stormwater management, climate resilience, and community well-being.

The Exchange focuses on documenting, sharing, and strengthening real-world practices in green stormwater infrastructure. Through peer learning, training, publications, and convenings, the organization supports municipalities and practitioners in implementing effective, community-centered solutions. Rather than positioning staff as the sole experts, the Exchange activates the collective knowledge of its members and partners to surface lessons learned, elevate best practices, and promote innovation across regions and sectors.

The organization's work is grounded in a clear set of values, including collaboration, leadership, community, and equity. The Exchange believes that green stormwater infrastructure can play a meaningful role in addressing historic inequities, improving neighborhood livability, and preparing communities for a changing climate. Its theory of change centers on leadership development, implementation support, and evidence-building to help scale equitable green stormwater solutions.

The Exchange operates as a small, mission-driven organization with a national footprint and a highly engaged membership. Education and training are core to its strategy, serving as both a key member benefit and an important lever for long-term sustainability.

The Position

The Education Manager is a senior, execution-focused role responsible for leading the design, delivery, and continuous improvement of The Exchange's education and training programs. This position is central to strengthening member value, advancing equitable green stormwater infrastructure practice, and supporting the organization's long-term sustainability through high-quality, relevant learning experiences. Reporting to the Executive Director, the Education Manager will translate member needs into well-structured programming, manage the Education Coordinator and project-based consultants, oversee education budgets, and ensure that The Exchange's education offerings are impactful, well-run, and aligned with strategic priorities.

Program Leadership and Design

- Lead the design, implementation, and continuous improvement of The Exchange's education and training portfolio, including peer learning, webinars, short-form trainings, and cohort-based programs.
- Translate member needs and feedback into structured, relevant learning experiences that support equitable green stormwater infrastructure implementation.
- Apply adult learning best practices to define learning objectives, curricula, sequencing, and delivery methods.
- Ensure all education offerings align with The Exchange's Framework of Practice and strategic priorities.
- Repurpose lessons learned from education programs into publications, communications, and other shared resources.

Continuing Education and Credentialing

- Develop and expand continuing education unit (CEU)-eligible programming across relevant professional disciplines.
- Manage relationships with accrediting bodies and oversee approvals for individual education offerings.
- Position CEU-eligible training as a core member benefit and contributor to retention and earned income.

Management and Operations

- Supervise and support the Education Coordinator and oversee multiple project-based consultants.
- Set clear scopes, expectations, timelines, and accountability for staff and consultants.
- Own and manage the education budget, ensuring effective use of resources and timely program delivery.
- Coordinate with internal partners to ensure smooth execution of education initiatives.

Measurement, Reporting, and Accountability

- Track participation, engagement, and outcomes using existing systems and dashboards.
- Collect and analyze participant feedback to assess quality and impact.
- Use data and feedback to refine programming and inform decision-making.
- Present education performance, outcomes, and insights to the Executive Director and Board of Directors on a regular basis.

Collaboration and Organizational Support

- Collaborate closely with the Executive Director, Program Manager, and other partners to integrate education, membership, and earned income strategies.
- Support the planning and execution of in-person convenings, including the annual meeting and regional events, as needed.

THE IDEAL CANDIDATE

The ideal candidate for the Education Manager position possesses the following competencies:

Adult Learning Design Creates structured learning experiences that meet the needs of adult and professional learners.	Execution and Follow Through Delivers programs on time, manages budgets, and ensures work gets completed.	Member Listening and Engagement Builds trust by listening carefully to members and responding to their needs through programming.
Staff and Consultant Management Provides clear direction, supervision, and accountability to staff and external partners.	Measurement and Improvement Uses participation data and feedback to assess quality and improve education programs.	Strategic Alignment and Collaboration Ensures education work supports organizational goals and coordinates effectively with others.

Required Qualifications

- Experience leading adult education, professional training, or workforce learning programs.
- Demonstrated ability to design and deliver structured education programs from planning through execution.
- Experience managing staff, consultants, and program budgets.
- Strong organizational skills and the ability to manage multiple priorities in a remote work environment.
- Experience facilitating learning for professional or peer audiences.
- Ability to gather feedback, assess results, and improve programs over time.
- Strong written and verbal communication skills.

Preferred Qualifications

- Experience with continuing education units or professional credentialing systems.
- Background in membership organizations, professional associations, or peer learning networks.
- Familiarity with nonprofit operations or mission driven organizations.
- Experience working in environmental, infrastructure, climate, or public sector related fields.
- Interest in or commitment to equitable approaches to green stormwater infrastructure.

WHO WE ARE

Work Environment

The Education Manager works in a fully remote environment and must be comfortable operating independently with limited day-to-day supervision. The Exchange is a small, mission-driven organization with a virtual staff that collaborates regularly through scheduled meetings, shared tools, and direct communication.

This role requires strong self-direction, organization, and follow-through. Staff are expected to manage their work proactively, communicate clearly, and ask for support when needed. The Exchange values flexibility, trust, and accountability and relies on collaboration rather than rigid processes.

Some travel is required to support in-person convenings, including the annual meeting, regional events, and occasional conferences. Travel is limited but meaningful and is planned whenever possible.

Our Commitment to Equity

The Exchange is committed to advancing equity in both its work and its workplace. We believe that race, income, geography, and other aspects of identity should not determine access to opportunity, voice, or outcomes. Our mission to promote equitable green stormwater infrastructure depends on listening to communities, valuing lived experience, and working across differences.

We strive to build a team that reflects a range of backgrounds, perspectives, and experiences. We encourage candidates from historically underrepresented communities to apply, including people of color, women, people with disabilities, LGBTQ+ individuals, and those with diverse professional and lived experiences.

The Exchange is an equal opportunity employer. All employment decisions are made based on qualifications, merit, and organizational needs.

COMPENSATION AND BENEFITS

Salary: \$82,000-\$90,000

Benefits

- The Exchange offers a competitive benefits package through its fiscal sponsor.
- Health insurance coverage, with the full employee premium paid by The Exchange. Employees are responsible for copays, deductibles, and any dependent coverage.
- Paid time off, including ten vacation days and two personal days per year, accrued monthly.
- Paid sick leave, accrued monthly, up to five days per year.
- Paid holidays, including New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.
- Reimbursement for approved work-related expenses.
- A remote work environment with limited and planned travel.

Benefits administration, payroll, and employment policies are managed by the fiscal sponsor. Employment is at will, in accordance with applicable state law.

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#) to submit a resume and cover letter. All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by February 2026.

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[Submit an application](#)