



Ensuring the Waters of the Great Lakes Basin Are Healthy, Public, and Protected for All

Position Title: Operations Manager

Date Written: 2025
Reports to: Executive Director
Position Status: At-will employment, Fair Labor Standards Act (FLSA) exempt-level, salaried position based on 40 hours per week. Benefit package, including paid time off and healthcare available, as determined by the board of directors.

ABOUT: Everything we do is reflected in our name: Flow Water Advocates. Our vision is a future where healthy waters sustain healthy communities in the Great Lakes Basin. Our mission is to ensure the waters of the Great Lakes Basin are healthy, public, and protected for all. Flow's law and policy work focuses on: (1) maintaining public ownership of water and water infrastructure; (2) promoting awareness and use of the public trust doctrine to defend public waters and public trust uses; (3) ensuring that water is safe and affordable for all; (4) strengthening state and local protection of groundwater and drinking water.

Through our targeted policy initiatives, Flow has built key partnerships with state and regional Great Lakes groups, leveraged our expertise to influence agencies and impact state and federal legislation, and grown into a trusted source of current information on issues affecting our freshwater resources. For more information about Flow's history, programs, staff, or board, visit FlowWaterAdvocates.org.

Flow is committed to fostering, cultivating, and preserving a diverse and inclusive workplace, and seeks a wide range of perspectives and backgrounds. Flow is an equal opportunity employer and does not discriminate in employment, promotion, compensation, or other terms and conditions of employment on the basis of race, sex, sexual orientation, gender identity, color, religion, national origin or ancestry, age, marital status, disability, veteran status, or any other basis prohibited by applicable law. Flow all qualified candidates to apply!

POSITION SUMMARY: The Operations Manager at Flow is a skilled problem solver who enjoys anticipating the needs of a dynamic nonprofit organization dedicated to protecting the Great Lakes. This team member coordinates administrative responsibilities for Flow, which include managing email and cloud-based tools (Google Suite), financial management (QuickBooks Online for Nonprofits), CRM (Salesforce) support, board and committee support, staff support, and building management.

KEY DUTIES AND RESPONSIBILITIES:

Office Management (20%)

- Perform daily opening duties, including unlocking doors and preparing the office for staff arrival.
- Greet visitors, answer phones, take messages, receive packages, and maintain a positive public relationship.
- Act as the primary liaison with the building landlord and neighboring businesses for maintenance and shared facility services (e.g., garbage disposal).
- Keep the office, entryway, and kitchen areas tidy, clean, and well-stocked.
- Manage kitchen operations: prepare coffee, load/unload the dishwasher, and order kitchen supplies as needed.
- Manage office supply inventory and oversee the maintenance and repair of office equipment.
- Support general office upkeep, including watering plants and light maintenance tasks.

Technology Administration (20%)

- Administer Google Suite (Gmail, users, calendar, docs, sheets)
- Management of Flow accounts, users, and passwords
- Troubleshoot IT needs and coordinate assistance when needed
- Monitor and operate Flow's hardware and software
- Organize and operate key virtual/hybrid meetings
- Establish and facilitate best practices for internal Flow communications

Financial Management (25%)

- Oversee Flow's financial record-keeping in the QuickBooks accounting system
- Work with the Accountant to prepare monthly financial reports to the Finance Committee and the Executive Committee
- Assist the Executive Director in monitoring financial activities and budgets
- Help develop the organization's annual budget
- Correspond with the Accountant to ensure timely and accurate financial documentation
- Record receivables of cash, checks, or credit cards; deposit to bank account
- Enter payables in the accounting system and process payments on a timely basis
- Manage staff reimbursements and credit cards
- Ordering and purchasing, maintain relations with vendors, track Flow accounts
- Renewal of insurance
- Assist staff as needed in grant application, budgeting, reporting, and planning
- Work with Accountant on accurate and timely payments to the Electronic Federal Tax Payment System (EFTPS), ensuring all sales and payroll taxes for Flow are accurate and paid, W-2s are distributed to employees, and accurate reporting of 990s and financial audits

- Work with Accountant to collect W-9s, file 1099s, track payments, assist with contracts, and manage accounts for all Contractors.

Fundraising Support and Database Management (15%)

- With Fund Development Specialist, manage data entry to constituent relations management (CRM) system (Salesforce)
- Maintain and update contact information
- Process, enter in CRM, and file donations
- Create mail merge documents for fundraising purposes
- Train and keep up with best management practices
- Support the development team with events and gatherings
- Prepare and mail acknowledgment letters

Board and Committee Support (10%)

- Take minutes at meetings and distribute to board members
- Compile agendas and supporting materials and distribute
- Send out meeting notifications, RSVP surveys, and updates

Staff Support (10%)

- Working in collaboration with all staff and contributing to policy development and messaging
- Assist with assigned support work from the Executive Director and other staff as needed
- Make travel arrangements

PREFERRED KNOWLEDGE AND EXPERIENCE: Bachelor's degree required and a minimum of 3 years' experience in a related position. The ideal candidate will be able to demonstrate an understanding and commitment to Flow's mission to protect the common waters of the Great Lakes Basin. Prior nonprofit experience and familiarity with conservation, environmental, and Great Lakes issues are desirable.

The Operations Manager will exhibit personal and professional characteristics that include, but are not limited to: superior verbal and written communication and problem-solving skills, detail-oriented, organized, ability to keep multiple projects moving forward with minimal direction, sound judgment, confidentiality and discretion, flexibility and team-oriented approach. Working knowledge of Google Suite, QuickBooks, and Salesforce strongly preferred.

WORKING CONDITIONS: This position is based at Flow's downtown office in Traverse City, MI, and will require occasional travel in the Great Lakes region, as well as occasional nights and weekends for events and gatherings.

COMPENSATION, BENEFITS, AND APPLICATION PROCEDURE: This is a full-time, manager-level position with a salary range of \$50,000-\$55,000, commensurate with skills and experience, and benefits. Flow Water Advocates is located in Traverse City, Michigan, and candidates must be able and willing to reside within the region.

TO APPLY: Please complete the online application here.
<https://form.jotform.com/252303587798167> .

No phone calls or drop-in visits will be accepted.