



## NETWORK of OREGON WATERSHED COUNCILS

### Position Announcement Executive Director

#### **About the Network of Oregon Watershed Councils**

The Network of Oregon Watershed Councils (NOWC) is a statewide nonprofit organization serving over 90 diverse, citizen-led watershed councils and their partners. Our mission is to support the work of Oregon watershed councils in their efforts to enhance watershed health and benefit their local communities. We envision effective, resilient and inclusive watershed councils that produce triple bottom line outcomes: environmental, economic and social. The Network completed a comprehensive strategic plan in 2017 that spells out specific goals, outcomes, and measures that guide our work.

The Network also serves as the fiscal sponsor for a \$0.5 million biennial Oregon Watershed Enhancement Board grant in partnership with the Oregon Association of Conservation Districts, Coalition of Oregon Land Trusts, and the Oregon Conservation Education and Assistance Network (collectively, the Oregon Conservation Partnership). These collective groups share a common commitment to protect and enhance Oregon's natural beauty and conservation values by promoting, supporting, and advocating for voluntary conservation throughout the state. The participating organizations agree to work together to increase the capability of their respective organizations and constituencies to fulfill both their individual and collective missions.

#### **The Opportunity**

The Executive Director will lead all NOWC organizational activities, including financial, programmatic, strategic and administrative. They will also be responsible for coordinating with the existing leadership, staff and partner organizations to shape the future evolution of the organization and its programs. They will work closely with the Board of Directors and committees to ensure NOWC's financial integrity and strategic excellence.

The ED will serve as the public face of the organization and work with watershed councils statewide and other partners to collaboratively advance the mission. The position also entails working in a political environment at times, working with partners to track legislative actions, and interface with elected officials. NOWC maintains a robust network of partners and collaborators. However, NOWC seeks to expand programs by developing new capacity and funding to allow enhanced program development. To be effective, the Executive Director will need to strengthen our brand with stakeholders and engage them in all aspects of NOWC's activities.

The Executive Director will work with the Oregon Conservation Partnership to maintain communication in order to share information and manage the work needed to accomplish the goals and activities outlined in the current MOU. These organizations agreed to create an annual plan that identifies goals and objectives for specific collaborative activities to be accomplished during the year.

This is an excellent opportunity for a leader with a powerful commitment to collaborative, community-based conservation, a strong focus on organizational development, and proven fundraising ability. Our new Executive Director lead with creativity, commitment and respect for diversity, to a future of sustained support for community-based watershed restoration.

## **Leadership Competencies**

The successful candidate will value and have a broad understanding of voluntary restoration and conservation, and an appreciation for the diverse perspectives of our partners.

- **Manages Vision and Purpose:** Communicates a compelling and inspired vision and sense of core purpose.
- **Motivates Others:** Creates a climate that empowers people through shared ownership of organizational strategies and goals.
- **Strategic Agility:** Foresees future opportunities and trends to create breakthrough strategies and plans.
- **Politically Savvy:** Maneuvers through complex political situations effectively.
- **Interpersonal Skills:** Builds constructive and effective interpersonal relationships through diplomacy and tact.
- **Delegation:** Broadly shares both responsibility and accountability.

## **Required Experience**

- Experience in a leadership position;
- Experience in program and funding development;
- Experience with budget preparation and oversight that assures the financial integrity of the organization;
- Experience leading and collaborating with an effective Board of Directors;
- Experience managing staff and contractors;
- Proven history of collaborative leadership and ability to build effective partnerships with diverse stakeholders; and
- Ability to communicate clearly through written and oral, formal and informal, electronic and traditional means.

## **Desirable Experience**

- Experience planning, organizing and facilitating events;
- Working knowledge of the state of Oregon, including conservation activities, policy environment, and agricultural and other landowner communities;
- Marketing and outreach skills;
- Demonstrated experience in prioritizing multiple tasks based on organizational needs;
- A track record in fundraising and development, cultivating major donors, ensuring foundation, government and business philanthropic support; and
- Experience in natural resource-related and/or other environmental fields.

## **Working Conditions and Compensation**

The position is currently funded at .6FTE however, the desire is to grow the position to a 1.0 FTE. The employee will be provided an office in Salem, but may be able to telecommute as long as a weekly and as-needed presence in Salem is maintained. Statewide travel is expected and some evening and weekend work may be necessary. A valid driving license must be maintained. Mileage plus meals and lodging expenses for overnight trips will be reimbursed per Network policy (tied to the Oregon rate).

Compensation is commensurate with experience. NOWC offers a competitive insurance benefits and retirement program. The position should be filled by September 30<sup>th</sup>, 2019.

## **To Apply**

Application review will begin on August 30th, 2019, and position is open until filled.

Please submit application/proposal via email in PDF format to Network Board Chair Kelly Timchak at [kelly@currywatersheds.org](mailto:kelly@currywatersheds.org) no later than August 30th, 2019. Use the subject line "NOWC ED". Please include:

1. Cover letter no more than two pages describing your interest in the role and capabilities.
2. Resume(s) or skills summary that demonstrate(s) how you meet the qualifications for the role and describe experience and key accomplishments.
3. Three professional references with contact information (name, phone, and e-mail) and brief description of relationship (former boss, colleague, former client, former teacher, etc.).

For more information about the Network of Oregon Watershed Councils, please visit <http://www.oregonwatersheds.org/>.