



Sustainable Northwest Position Announcement

Closing Date: February 15, 2012

Position: Program Director

Location: Portland, Oregon

Reports to: Executive Director

Our Mission and Vision

Sustainable Northwest brings people, ideas, and innovation together so that nature, local economies, and rural communities can thrive. Our vision is that the Northwest's rural communities thrive in harmony with the landscape. Resilient local economies provide quality natural resource management jobs that benefit human and natural communities. The next generation of leaders views land stewardship as an integral component of community health.

Operating Principles

In all of our work, we promote: 1) Collaborative, community-based solutions, 2) Business models and markets that are sized appropriately to the sustainable natural resource base, 3) Networks that connect people and ideas, and foster innovation, and 4) Public policy that supports sustainable natural resources management.

Position Summary

The Program Director is a full time position responsible for leading and implementing important elements of SNW's portfolio related to the Klamath Basin, ranching/rangeland stewardship, water issues, and private "working lands" issues generally. The Program Director oversees staff at Sustainable Northwest, manages teams of contractors, coordinates extensively with SNW's partner organizations in priority landscapes, and collaborates with other SNW staff in programs and projects related to: Klamath Basin restoration, development of Payment for Ecosystem services schemes, community-scaled renewable energy development, policy, and fundraising, among others. The Program Director serves as a member of the Sustainable Northwest Management Team and plays important roles in implementation and tracking of the Sustainable Northwest Business Plan. The ideal candidate must be dedicated to Sustainable Northwest's mission and values, possess a passion for communities and conservation of natural resources, be capable of working effectively with many different people in a team environment, be a consummate multi-tasker, highly organized, and consistently serve as an outstanding communicator.

Principal Areas of Focus

The Program Director will have a primary responsibility for advancing Sustainable Northwest's vision and partnerships in the Klamath Basin. This will include: a) legislative and administrative advancement of policy related to the Klamath Basin Restoration Agreement and Klamath Hydroelectric Settlement Agreements, b) working closely with tribal, agricultural, conservation and fishing partners to advance the collective vision of the agreements, c) implementing sustainable development projects and programs including integrated water, cropping and fisheries management on agricultural lands in the Sprague, Wood and Williamson River Valleys, and d) developing renewable energy opportunities and tribal forest enterprises. A significant portion of this work will include working closely with in-Basin partners including NGOs, landowners, tribes, agencies and community leaders.

In addition, the Director will lead or implement significant elements of our "working lands" conservation & sustainable development portfolio – especially in the context of ranching and agricultural lands – across multiple projects and programs. This may include developing new programs and partnerships in geographies outside the Klamath Basin, assisting in the development or advocacy of federal policy proposals, or working to refine or implement Payment for Ecosystem Services schemes that reward landowners and communities for good land stewardship.

Responsibilities:

- Serve as SNW's lead staffer, strategist and planner for Klamath Basin environmental and economic restoration, in collaboration with our principal partners.
- Serve as a strategist and staffer to increase SNW's role in ranchland, agricultural and private land stewardship, and water issues.
- Facilitate the development of effective public communications strategies to complement policy and program goals.
- Coordinate coalitions to achieve working lands and Klamath policy goals.
- Maintain strong, trusting and effective relationships with a broad diversity of SNW partners, including landowners, non-profit organizations, tribes, conservation groups, state and federal agency personnel, and elected officials and staff.
- Represent Sustainable Northwest in public and private settings, including conferences, partnerships, and meetings with foundation staff, private donors and government decision-makers.
- Develop strategic program and project plans, detailed work plans and budgets, and supervise program associates and assistants.
- Raise, manage and report on significant budgets (\$500,000+), including contractor and consultant management.

- Serve as a member of the SNW Management Team for organizational strategy development, program and project planning, and advice on operational systems.
- Engage in programmatic and organizational fundraising including research, donor cultivation, grant-writing, financial tracking, reporting and participation in SNW fundraising events and campaigns.
- Other duties as assigned

Compensation: \$55,000 - \$75,000 per year depending on experience. Sustainable Northwest offers a competitive benefits package that includes medical, dental, a generous paid time off plan, Tri-Met pass, bicycle benefit, flexible medical plan, and retirement plan.

Qualifications:

Education, Experience and Knowledge

- Master's Degree in natural resources field, or commensurate experience.
- 7-10 years' work experience in the natural resources or sustainable development fields, including significant time in senior staff positions (team leader, director, executive director, etc.)
- Knowledge of agriculture, ranching, water issues (law, policy, etc.), and ecosystem services markets preferable
- Demonstrated ability to work in complex, potentially high-conflict, multi-dimensional arenas including effective work with a broad array of organizations and individuals, and personalities and interests.
- Experience working with state and federal agencies in rural contexts; familiar with conservation programs applicable to private landowners & grazing/rangeland contexts.

Skills and Abilities

- Very strong written and oral communication skills; position requires significant public presentation work
- Experience supervising staff and contractors
- Fundraising and grant-writing /-reporting experience
- Experience in project management and group facilitation

Leadership, Management and Work Habits

- Ability to work independently, be pro-active and manage difficult work situations, while also demonstrating commitment to working in a team environment, including internal and external work situations
- Highly organized and intellectually curious
- Able to lead and to delegate; be flexible and adaptive when needed
- Strong sense of self-awareness and self assessment; readily willing to seek advice and input from others (board, staff, outside specialists, etc.)

Other

- Ability to travel up to 25-40% time.

Please send cover letter and resume to Mr. Kelly Reardon, Finance and Operations Director, 813 SW Alder, Suite 500, Portland, Oregon, 97205 or via email kreardon@sustainablenorthwest.org. Cover letter should address how candidate feels he/she is a good fit with Sustainable Northwest and this job description.

Sustainable Northwest is an equal opportunity employer.