

SOLID GROUND
CONSULTING

POSITION ANNOUNCEMENT



EXECUTIVE DIRECTOR Pierce Conservation District



PIERCE CONSERVATION DISTRICT
Celebrating 70 Years of Conservation

Who we are:

Pierce Conservation District (PCD) believes that together we can create thriving ecosystems and resilient communities. For over 70 years, we've worked closely with local landowners and public agencies to equitably support community-driven solutions to our most pressing, local, environmental challenges to preserve our region's quality of life.

We believe in the importance of serving *all* residents of Pierce County and recognize that people of color, indigenous communities, low-income people, immigrants, and refugees are disproportionately impacted by ecological decline. We are fully committed to listening, learning, designing, and delivering inclusive programming for all.

Collaboratively, we:

- Create just food systems
- Improve water quality
- Promote sustainable agriculture
- Restore wildlife habitat
- Provide environmental education and resources

Our scope is defined by high priority areas for habitat function, water quality improvement and natural resource protection within the four main watersheds of Pierce County as defined by District partner jurisdictions, tribal governments, regional salmon recovery lead entities, local integrating organizations and other partner agencies and organizations. Nearly everything we do is in partnership and support of others' goals and priorities. Every project we do is identified as a priority by our partners and guided through stakeholder feedback and direction or is an implementation of a project already identified in an approved natural resource improvement plan.

To learn more about us, please visit our website at: <https://pierced.org>

We value:

Equity

We are committed to serving all people. Everyone deserves access to clean water, thriving habitat, sustainable soil, and healthy food.

Integrity

We are honest and transparent. We do what we say we will do and uphold the highest standards of ethical behavior.

Stewardship

We steward the natural resources of Pierce County with care for today and future generations. We use our financial resources wisely to do the most good.

Excellence

We strive for excellence in everything we do. We always seek to improve our practices in order to provide innovative solutions to ever-changing conditions.

Collaboration

We partner with the people of Pierce County, local governments, and organizations to conserve our natural resources in a non-regulatory and collaborative way.



Leader we are looking for:

PCD seeks a highly collaborative, mission driven, Executive Director to lead us in our pursuit to find relevant, sustainable solutions to our community's natural resource concerns, innovative programing, and organizational excellence.

You care deeply about the quality of life of all people living in Pierce County and thrive on bringing together diverse perspectives of those most impacted to find creative solutions that work for everyone. You are known for your ability to direct multiple priorities at the same time, empower an exceptionally talented team, engage a strong board, think strategically and holistically yet also drive tactics and projects to fruition. You have confidence in your skills and knowledge and humility to reflect, listen to understand, and be changed. You create a climate of trust and openness, are authentic, transparent, approachable, and love working with people from all walks of life. You are known for your enthusiasm, sense of humor, and your "no task too small" attitude. You are known for your ability to cultivate constructive relationships and can maneuver complex political situations effectively and quietly. You are entrepreneurial, courageous enough to take risks, shoulder responsibility, fail occasionally, and continually learn.

You will:

- Manage, lead, and support the growth and development of a leadership team of 6 and staff of 32 to meet expectations, goals, and strategic outcomes.
- Collaborate with the board to set vision, policy, and strategy for the organization.
- Direct the optimal use of PCD's human capital and financial resources to ensure long term organizational health.
- Maintain a culture of transparency, trust, and empowerment.
- Work collaboratively and inclusively with internal and external stakeholders to imagine possibilities, solve problems, innovate, set goals and expectations to shape the future and ensure the ongoing health of the organization.
- Passionately communicate the value and impact of PCD's mission and programs in a coherent and compelling way.
- Demonstrate inclusivity and equity in all you do.

Skills, competencies, and qualifications of the ideal candidate:

- Proven ability to develop a strong, adaptive, and engaged organization capable of meeting strategic outcomes.
- Champion of diversity, equity, inclusion, and justice.
- Demonstrated understanding of nonprofit accounting best practices and ability to oversee planning, management, and execution of an operating budget of \$5.5 million and a reserve portfolio of \$1 million.
- Demonstrated skill communicating in a variety of settings with a broad range of individuals and groups: one-on-one, small and large groups, with peers, direct reports, media, and the board.
- Proven ability to develop diverse relationships, networks, and partnerships to further the mission and impact of PCD.
- Ability to address setbacks, troubleshoot issues, and seamlessly direct multiple priorities at the same time.
- Understanding of the complexity and interconnectedness of issues contributing to poverty.
- Knowledge of current trends and best practices in sustainable resource management.



- Experience working with American Indian Tribes is preferred.

Compensation and Benefits

Pierce Conservation District offers a competitive salary of \$110,884 to \$129,719 and comprehensive benefits package including:

- 100% of medical, dental, vision insurance for self and dependents
- Generous paid time off including 10 paid holidays
- 457(b) Retirement Plan
- ORCA card
- Professional development budget

To Apply

Position open until filled. Applications will be reviewed and interviews scheduled as received. Please submit a resume and letter of interest to:

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