

JOB ANNOUNCEMENT: EXECUTIVE DIRECTOR

The Washington Association of Land Trusts (WALT) seeks an exceptional Executive Director to help lead and serve a thriving statewide association of 36 nonprofit conservation organizations. This is a unique opportunity to head a growing organization with a bold vision and a strong track record in delivering legislative victories, developing innovative new programs, and driving a culture of learning and growth.

WHO WE ARE



“We believe land is a foundational asset and defines our Northwest way of life. Together, we work with local voices to ensure our farms, forests, waterways, trails, and habitat provide for all people and wildlife forever.”

WALT’s mission is to increase the collective strength and excellence of the land trust community in Washington State, and it has served as the unified hub for Washington’s private voluntary land conservation organizations since 2008. Across the state, our member organizations are at the forefront of work to safeguard a diverse and connected natural world, support a vibrant working-lands economy, broaden access to the outdoors, and foster an ethic of engagement with the landscapes that sustain our quality of life. To date, our members have conserved well over a million acres of vital open space, and represent a community of staff, board members, supporters, and volunteers. Our vision is to be a united group of conservation champions, working with diverse local voices to safeguard Washington’s essential lands, waters, and wildlife for all time. Visit <http://www.walandtrusts.org> for more information.

WHAT WE DO



Advocacy - The Washington Association of Land Trusts leverages local knowledge and perspectives from every corner of our state to ensure decision makers understand the core role of open space in a bright future.



Education - The Washington Association of Land Trusts was built on the idea of diverse voices working together towards a common goal. We are committed to supporting a more dynamic, collaborative and inclusive community of practice.



Forests - Forests are the iconic foundation of our incredible state. Land trusts are protecting forestland to provide jobs, clean water, wildlife habitat, and places to play.



Farmland - Sustaining our rural agricultural economy is essential to our resilience and way of life in Washington. From ranches to diversified vegetable farms, land trusts are securing the at-risk soils that sustain us.



Shorelines - Together, our land trusts are working to support healthy shorelines and bring back our salmon and orcas from the brink.



Funding - Finding funding opportunities and developing finance tools to advance conservation at the local, state, and federal level.

OUR CORE VALUES

Member Collaboration

As an organization, we are inseparable from the land trusts we serve all across the state. Like any coalition, we are only as strong as the value and leadership we demonstrate to our diverse membership. As such, we are dedicated to promoting structures and systems that maximize our accountability, responsiveness, and connection with these incredible organizations from every corner of Washington.

Equity, Inclusion, Justice, & Diversity

Prioritizing DEIJ within our organization and our member land trusts represents a collective movement towards reimagining a future where historical power imbalances no longer play a role in access to opportunities to enjoy the benefits of nature and conservation initiatives. In addition, black, indigenous, and people of color continue to be underrepresented and excluded from the environmental movement, as well as disproportionately impacted by the negative consequences of land use decisions. We are committed to leading by example in pursuing ongoing self-reflection, candor, and learning about how these issues inform our work and that of our members.

Innovation & Creativity

We are proud to be part of a community that is known for its ability to use creativity and elbow grease to drive conservation outcomes where others cannot. In a similar vein, we are committed to moving beyond traditional boundaries and partnerships in the search for transformational, long-term policy and cultural change. We believe that this commitment is fundamental to moving the needle on the complex natural resources and environmental issues that define our time.

Conservation Excellence & Permanence

Land trusts are public servants trusted to protect, safeguard and steward critical conservation values in perpetuity for the public benefit. Though we do not engage in on-the-ground conservation like our members, we are committed to helping drive and support best practices for retaining the ecological, recreational, and cultural integrity of the open space assets our members hold.

Integrity & Transparency

As a charitable nonprofit driven by a diverse coalition of organizations, it is critical for us to lead by example. We are committed to elevating a culture of integrity, professionalism, and transparency in our operations.

EXECUTIVE DIRECTOR RESPONSIBILITIES

The Executive Director reports to the Board of Directors, oversees a Community Engagement Manager, and manages dedicated contractors and fellows to achieve organizational goals. Core responsibilities of the position include:

STRATEGIC LEADERSHIP & MANAGEMENT

The Executive Director is responsible for all aspects of the organization's management, operations, and growth.

- Leading the Board of Directors and membership in developing and updating a strategic vision
- Ensuring organizational sustainability through long-term financial health and implementing appropriate organizational policies
- Overseeing implementation of strategic goals and ongoing programs through staff management

GOVERNMENT RELATIONS

The Executive Director is responsible for building and growing the organization's policy and advocacy program, which serves as a foundational part of the organization's value proposition.

- Engaging members in the development of an annual policy platform and grassroots advocacy efforts to achieve policy goals
- Managing a dedicated contract lobbyist in support of legislative strategy
- Serving as a registered lobbyist and spokesperson on behalf of the organization with key decision-makers and elected officials
- Developing and maintaining key partnerships and coalitions to help increase conservation funding opportunities or build new tools



EXECUTIVE DIRECTOR RESPONSIBILITIES

EDUCATION & NETWORKING

The Executive Director is responsible for facilitating regular opportunities for conservation practitioners across the region to learn and grow together as a community of practice.

- Lead planning for our biennial conference Northwest Land Camp that brings together hundreds of conservation practitioners
- Advancing WALT's multi-year justice, equity, diversity and inclusion roadmap
- Hosting regional in-person meetings with opportunities for generative discussion and informal networking
- Supporting virtual learning through regular workshops, affinity groups and peer-to-peer roundtables on emerging issues

DEVELOPMENT & FUNDRAISING

The Executive Director is responsible for helping to build the financial capacity of the organization in service of the membership.

- Seeking and obtaining foundation grants to support current work plans
- Scaling up individual giving programs and building recent fundraising initiatives
- Securing sponsorships for educational events
- Working to expand organizational membership
- Supporting collective fundraising between land trusts and exploring statewide funding opportunities for the land trust community

COMMUNICATIONS & OUTREACH

The Executive Director is responsible for helping to maintain open lines of communications with the land trust network and raising the profile of the land conservation movement among the general public.

- Maintaining an active website, e-news, social media, and listserv presence
- Producing WALT's annual State of the Lands report Groundswell to elevate stories of impact of the land trust community
- Developing outreach materials to help share success stories and collective impact
- Creating earned media opportunities to highlight important conservation issues
- Leveraging creative partnerships to provide public exposure



SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE

EXPERIENCE

- 3+ years of senior management experience
- Experience supervising 1+ direct reports
- Fiscal accountability; proven track record of managing budgets
- Comfortable working across a diverse set of interests and across the political spectrum
- Ability to work with political and other executive leaders individually or in groups to achieve objectives
- Sincere and demonstrated commitment to WALT's mission and vision
- Understanding and/or demonstrated experience in diversifying and growing funding streams
- Willing and able to make gift solicitations
- Able to develop strategic partnerships with foundations, corporations, and/or similar organizations
- Can work effectively within a networked structure to develop goals for an organization that integrates the goals of member organizations
- Has proven ability to serve multiple constituencies and stakeholders
- Ability to make critical choices to develop and drive organization-wide priorities
- Can facilitate effective meetings and discussions
- Collaborative and inclusive leader; ability to find common ground and to bring diverse viewpoints together
- Can tell WALT's story in a compelling and authentic fashion
- Able to develop and maintain relationships with a wide variety of internal and external stakeholders
- Outstanding communicator: excellent speaking, writing, and listening skills
- Experience facilitating productive conversations within groups



SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE



PERSONAL CHARACTERISTICS

- Commitment to advancing diversity, equity, inclusion, and justice in organizational management and the land conservation movement
- Visionary and executes on the vision
- High EQ
- Problem solver who is flexible and nimble
- Tact, diplomacy, and discernment
- Transparent and trustworthy with a high degree of integrity
- Commitment to principles of cultural humility in working with diverse communities



SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE

HIGHLY PREFERRED

- Strong experience developing and executing strategy and vision for an organization or department
- Experience developing and building alliances and partnerships
- Proven ability to facilitate and manage growth
- Strong organizational skills and a business orientation that leverages and optimizes resources
- Experience managing an organization or a department with multiple programs
- Familiarity and understanding of PNW's environmental/conservation issues and organizations
- Experience with building relationships with donors
- Experience engaging in advocacy and policy work on the state and/or federal level
- Knowledge of state-level policy processes and agency collaboration
- Track record of building strong, trusting relationships with public and private partners to address complex issues and develop innovative solutions

PREFERRED

- Experience working in environmental/conservation organizations
- Experience in nonprofit organizations
- Direct experience working with and/or reporting to a board of directors
- Record of success in developing and maintaining productive, collaborative relations with funders
- Experience influencing legislation and public funding



COMPENSATION AND BENEFITS

- **Salary Range of \$110,000-\$125,000**
- Comprehensive benefits package including health coverage, retirement contributions, and paid time off
- Relocation support is negotiable
- Flexible work environment
- Must be able to travel frequently to Olympia, WA during the state legislative session and attend occasional in-person regional, statewide, and national meetings

TO APPLY

Interested candidates should send a resume and cover letter to **stacey@consultmetamorphic.com**. Please include “WALT Executive Director” in the subject line.

