



PRESIDENT & CHIEF EXECUTIVE OFFICER



[APPLY NOW](#)

THE ORGANIZATION

VISION:

Making South Sound the most equitable and inclusive place to do business in Washington state.

MISSION:

We are the voice for business and a catalyst for prosperity.

VALUES:

Anti-racism. Collaboration. Support & Advocacy. Catalytic Leadership. Results.

[The Tacoma-Pierce County Chamber](#) (Chamber) is the voice for business and a catalyst for prosperity. The Chamber stimulates activity in the South Sound to create a business climate that supports all sectors of the economy. Working at local, state, and federal levels to represent business interests, the Chamber ensures the South Sound remains a desirable place to build and grow business. The vision of the Chamber is to make the South Sound region the most equitable and inclusive place to do business in Washington state. In pursuit of this mission, the Chamber advocates to grow business and the economy, protect business owner rights, increase the private sector workforce, and improve the overall business climate in an equitable and inclusive manner.

All organizations need effective [leaders](#) to achieve their goals and remain competitive in an ever-changing market. The Chamber works to develop and strengthen diverse, local leaders by providing the resources needed to succeed. From keeping



businesses updated on the evolving public health and legal landscape to supporting entrepreneurs through business training, to connecting businesses with skilled workers, the Chamber partners with business leaders to enhance their organization's fundamentals leading to growth and sustainability. These programs include the [Business Leadership Academy](#), the [Downtown Tacoma Partnership](#), the [Manufacturing Industrial Council](#), [Spaceworks Tacoma](#), and the [Pierce County Business Accelerator](#) which focuses on supporting BIPOC business leaders and entrepreneurs.

[Relationships](#) formed with customers, vendors, referral partners, influential leaders, employees and the community at large are core to growing businesses. The Chamber provides numerous resources to help members form relationships that enhance the value of their businesses. From increasing an organization's visibility in the community, to providing opportunities to conduct personal marketing, the Chamber is there to help businesses grow!

The Chamber has a diverse membership of 1,200+ comprised of the area's largest employers, well established small businesses, nonprofits, academic institutions, and entrepreneurial start-ups. The Chamber has a \$4.5M budget for the 2021/2022 fiscal year and operates with 15 full-time [staff](#) augmented by a variety of consultants and contractors. The Chamber is governed by a 25-member [Board of Directors](#).





THE COMMUNITY

Located at the southern end of the Puget Sound and in the shadow of Mt. Rainier, Tacoma-Pierce County is a thriving, growing, diverse community situated in one of the most beautiful areas of the country.

With more than 220,000 people, the [City of Tacoma](#) is home to a vibrant, creative community of writers, artists and musicians, photographers, filmmakers, passionate entrepreneurs, educators, and business owners. With more than \$1 billion being invested in downtown Tacoma alone, private investment has surpassed public investment by almost a 4:1 ratio. Urbanites are drawn to downtown Tacoma for its competitively priced living spaces with sweeping mountain, city, and water views, while families gravitate toward Tacoma's charming neighborhoods with big city amenities.

A haven for hikers, runners, boaters, and cyclists, Tacoma is alive with activity from students attending the University of Washington Tacoma, the University of Puget Sound, The Evergreen State College Tacoma campus, local trade and technical colleges, and nearby Pacific Lutheran University. Tacoma's gourmards and culinary connoisseurs have cultivated a scene for foodies that's made national press, while its world renowned museums, top-notch meeting and convention spaces, huge headliner concerts and a deep water port, have drawn visitors from across the globe. Just 20 minutes away from the Seattle-Tacoma International Airport, and easily accessible from downtown Seattle and other neighboring cities, Tacoma is a city on the rise.

From world-class healthcare to 17 school districts with over 300 schools, and seven colleges and universities, [Pierce County](#) boasts a rare combination of urban and rural areas that create the perfect place for more than 920,000 people to call home. Plus [Chambers Bay Golf Course](#), home to the 2010 US Amateur and 2015 US Open golf tournaments, is also in Pierce County!

To view a series of short videos and to hear directly from some of the community's top leaders, please [click here](#).

THE POSITION

Over the past 10 years, well-regarded incumbent President & CEO Tom Pierson has successfully led the growth and expansion of the Chamber into the respected, impactful, and highly-visible organization that it is today. The new President & CEO will be responsible for the overall operation of the Chamber and will work in partnership with the Board to set strategic direction, create synergistic opportunities, and design and implement annual business plans. The new President & CEO will deliver on the intent of the Chamber's updated vision.

Specific areas of accountability include member relations, budgeting and financial reporting, strategic planning, operations and administration, team leadership, program development and management, revenue and business development, Board relations, advocacy, partnership development, alignment, and management, community engagement, media and public relations, marketing and communications, and government relations. In addition, the President & CEO serves as a key spokesperson for the Chamber, delivering presentations to a wide array of community based organizations and stakeholder groups.



OPPORTUNITIES FOR IMPACT

MEMBERSHIP

Members are the lifeblood of the Chamber. Membership has steadily increased in recent years, and retention has exceeded national benchmarks of similar chambers. The Chamber is always looking to expand its member base to deepen its impact in the business community. The new President & CEO will conduct a "listening tour" in the early days of their tenure to get to know the members, gain an understanding of current needs and highest priority issues of the Pierce County business community, and begin to identify ways for the Chamber to attract and retain business leaders who have not historically participated in Chamber activities.

From time to time, the Chamber is approached by smaller chambers to discuss and consider partnerships or mergers to reduce overhead, increase efficiencies, and expand impact. Along with the Board, the new President & CEO will play a key leadership role in these conversations and deliberations as they emerge.

INTERNAL RELATIONSHIP BUILDING

The new President & CEO will take the time needed to form productive working relationships with the talented and committed Chamber staff, connect with the Board members on an individual basis, and get familiar with the current structure of the organization and roster of programs.



OPPORTUNITIES FOR IMPACT (CONTINUED)

EXTERNAL RELATIONSHIP BUILDING

The Chamber exists and thrives in a broader ecosystem that supports the success of the business community. This includes agencies such as the Port of Tacoma, City of Tacoma, Pierce County, University of Washington Tacoma, the State of Washington, Joint Base Lewis McChord, Tribal organizations, Travel Tacoma-Mt. Rainier, Washington Hospitality Association, area school districts, and the Economic Development Board for Tacoma-Pierce County, among others. The new President & CEO will form and foster collaborative working relationships with the leaders and key staff of these entities and continue to identify ways to leverage resources among and between these organizations to enhance the local economy for short and long term impact. This will also include forming relationships with elected officials at the City, County, State and Federal levels.

LEADERSHIP & VISIBILITY

The Chamber's President & CEO is a very visible leader in the broader community, attending and participating in a variety of events and gatherings throughout the area. The new President & CEO will work toward establishing themselves as a representative for the Chamber and as an active, present, and accessible member of the community. This includes being able to imagine what the city can look like in the future and working towards that. They will have a seat at the table for broad community discussions regarding issues such as affordable housing and homelessness, social and racial justice, promoting greater diversity in the workforce pipeline, expanding economic opportunities for historically underrepresented communities, and growing the industrial, maritime, and manufacturing sectors.

REVENUE DIVERSIFICATION

The Chamber has had great success in recent years identifying, pursuing, and securing grant funding to launch new programs that align with its mission. Grants account for nearly 50% of the total budget for the current fiscal year. The new President & CEO will continue the effort to locate and obtain grants, sponsorships, and other sources of revenue that enable the Chamber to support members' needs, improve economic opportunities through the county, enhance the quality of life for the community, and reduce reliance on membership dues.

OPERATIONS & GOVERNANCE REVIEWS

As is true with any growing and evolving organization, the Chamber requires the occasional evaluation of bylaws and other governance documents, analysis of organizational structure, roles, and responsibilities, policy and compliance reviews, and assessments of infrastructure and systems. In the coming years, the new President & CEO will lead these efforts to ensure that the Chamber is positioned to succeed and thrive in a healthy, sustainable manner, is following best practices, and leveraging board resources toward growing and improving Tacoma-Pierce County's business and broader community.





LEADERSHIP ABILITIES

The ideal candidate will have a deep passion for expanding economic opportunities and supporting a thriving business community. The individual will be a visionary leader who can see the harmony and interplay between the academic, business, political, and non-profit sectors and collaborate with diverse groups of internal and external stakeholders to develop impactful partnerships and achieve ambitious outcomes. Additionally, successful candidates will bring business acumen and experience leading a broad set of operations functions.

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. The Chamber is seeking candidates with a compelling combination of demonstrated experience and skills in some, or all, of the following areas:

- Experience serving as an Executive Director, Deputy Director, CEO, COO, CAO, CFO, or similar role(s), or as a senior staff member of an organization, division, or department of comparable size.
- Broad understanding of all aspects of running a mid to large sized non-profit, membership-based organization.
- Exposure to private sector business operations, social sector or nonprofit services, or public sector operations – which may come from board, volunteer, or staff service – is required for success in this role.
- High emotional and social intelligence coupled with the ability to build and cultivate internal and external relationships to increase organizational capacity, capabilities, reach, and positive impact.

COMMITMENT TO:

- Advancing equity, access, and racial justice in the local economy.
- Valuing differences and embracing opportunities to learn about and respect different generational, cultural, and socio-economic backgrounds.
- Fostering an open, innovative, evolving, committed culture.
- Honesty, integrity, and reliability.
- Recognize Pierce County and Tacoma's geographic, academic, business, and human assets to envision and strengthen the area's business environment and community at large.

LEADERSHIP ABILITIES

(CONTINUED)

ABILITY TO:

- Understand complex, societal issues, how they impact the business community, and the role the Chamber can play in addressing these issues.
- Apply an equity lens to all aspects of the Chamber's work.
- Recognize common interests among diverse stakeholders and make connections between people and agencies to leverage resources and achieve results.
- Engage policy makers at all levels and from both sides of the aisle to move the business community forward.
- Effectively convey a message, tell a compelling story, and engage broad, diverse communities.
- Work effectively in situations that may be politically charged while remaining neutral, calm, and focused on the greater good.
- Create and articulate a value proposition that will be attractive to a variety of stakeholders.
- Lead, motivate, develop, and retain a diverse, committed team of professionals.
- Recruit, support, and engage a highly skilled, dedicated group of volunteer Board members who represent the diversity of the community and the breadth of business sectors across the local economy.



OTHER SKILLS AND ATTRIBUTES

- Cultural competence
- Honesty; transparency
- Accountable
- Flexible; adaptable
- Agile
- Systems thinker
- Responsive
- Results oriented
- Empathetic
- Data driven
- Conscientious risk taker
- Good listener
- Diplomacy
- Political savvy
- Convener; bridge builder
- Growth mindset
- Relationship oriented





TO BE CONSIDERED

This role will remain open until filled **with the priority deadline of January 21, 2022.**

Candidate materials are reviewed on an on-going basis and initial interviews will begin by mid-January. Please submit a resume and a two-page (or less) cover letter addressed to Board Chair, AJ Gordon at: <https://valtasgroup.hire.trakstar.com/jobs/fk0sddz/>

You may direct questions or make referrals to Mrs. Amy Burton at Valtas Group. Amy can be reached at amy@valtasgroup.com or 206.718.5122 or Ed Rogan, who can be reached at Ed@valtasgroup.com or 206.697.8428.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$150,000 - \$180,000.

The Chamber is committed to supporting all employees through competitive salary and benefits, a commitment to equity and inclusion, and training and professional development opportunities.

THE BENEFITS PACKAGE INCLUDES:

- Medical and Dental Insurance
- Paid Time Off (vacation and sick days)
- Paid holidays
- Life and Long-term disability insurance
- Short-term disability leave-accrual program
- Transportation (ORCA card)
- 401(k) Savings plan with an employer match
- Relocation assistance may be available

The Chamber's Commitment to Diversity and Equity:

It is the policy of the Tacoma-Pierce County Chamber that employment decisions are based on merit, qualifications, and competence. Employment practices will not be influenced or affected by virtue of an applicant's or employee's race; religion; color; national origin; age; sex; genetic information; the presence of a sensory, physical, or mental disability; marital status; military status; sexual orientation; gender identity; actual or perceived victims of domestic violence, sexual assault, or stalking; or on any other basis protected by federal, state, or local law. This policy governs all aspects of employment, evaluation, promotion, assignment, discharge, and other terms and conditions of employment.

The Tacoma-Pierce County Chamber encourages people from diverse backgrounds to apply. The Chamber is a harassment free workplace.





ABOUT VALTAS GROUP

We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process](#) in [partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

[CONTACT US](#)