

**CHIEF EXECUTIVE OFFICER (CEO)**



**WASHINGTON  
ENVIRONMENTAL  
COUNCIL**

**WASHINGTON  
CONSERVATION  
V O T E R S**



### **Washington Environmental Council (WEC)**

is an IRS section 501(c)(3) nonprofit, statewide advocacy organization that drives positive change to solve the state's most pressing environmental challenges. The organization works to protect, restore and sustain Washington's environment for all people in the State. For over 50 years, WEC has been at the forefront of environmental protection in the state, securing laws and policies that safeguard the health of Washington's families and environment. From bedrock laws like the State Environmental Policy Act, to improving management of Washington's forests, to finding solutions that reduce climate emissions and build a clean energy economy, WEC ensures a healthy future for Washington state so it remains a great place to live and work.

***You can view more information about WEC including financials and the current strategic plan [here](#).***



### **Washington Conservation Voters (WCV),**

an IRS section 501(c)(4), is the statewide political voice for the environment helping ensure that all people in Washington state have a healthy environment and a strong, sustainable economy. WCV does this by working to elect environmentally responsible candidates to state and local offices. Working with others in the community, WCV advocates for strong environmental policies and holds elected officials accountable for their actions. Through its political work, WCV strengthens laws that safeguard the health of all communities, the beauty of the state and Washington's economic future.

***Click [here](#) for more information including the organization's strategic plan, Environmental Scorecard, and 2017 Impact Report.***



WEC and WCV are committed to expanding their reach to connect with all Washingtonians who have environmental values, as well as to identifying and dismantling institutional racism within their organizational practices, policies, and procedures. Incorporating environmental justice, racial justice, and equity into the organizations and their work is critical to strengthen relationships with partners who focus on climate action, social justice, and equal access to voting in Washington state.

***Read more on this commitment to racial and environmental justice [here](#).***

Based in Seattle, WA, the two organizations share staff, office space, and administration. By effectively combining the policy know-how of WEC with the political know-how of WCV, the organizations have reshaped how environmental protection is achieved in Washington state. While both organizations are independent, they work very closely together. Combined, the two organizations have a staff of more than 35, and annual budgets totaling approximately \$5M, and work in a LEED-certified building in downtown Seattle with a view of Elliott Bay.

# Profile

WEC and WCV are looking for an authentic leader who can work effectively with staff and current stakeholders while engaging with new, emerging audiences who have not been included historically by traditional environmental organizations (e.g., communities of color, tribes, rural, labor, business,). They are capable of communicating with and establishing credibility with the full range of WEC and WCV stakeholders, and, based on their lived and learned experiences, are trusted by and accepted into diverse communities across Washington State.

WEC and WCV seek a person with the ability to articulate a vision in an engaging, optimistic, and persuasive manner that motivates others and inspires both internal and external stakeholders to get behind the mission of the organizations. Able to lead effective action plans, they also understand that, fundamentally, justice is at the heart of the work of both organizations.

The new CEO acts courageously when needed, leads with empathy, compassion, and humility, is a good listener, and works diligently to foster a positive, equitable, supportive, and healthy work environment and organization culture. They are able to identify and develop good leaders at all levels of the organization, and provide opportunities for continuous growth and development for all staff.

To effectively support the mission and values of the organizations, the CEO must possess solid management skills such as **budgeting, financial management, staff management, hiring acumen, and the ability to delegate.** The new CEO will mentor, manage and delegate to a talented and experienced group of committed staff members who comprise organizations that have doubled in size over the past five years.



## The Position

The core responsibility of the Chief Executive Officer (CEO) is to provide leadership to advance both WCV and WEC's missions. The CEO is responsible for overall strategic planning, revenue generation/fundraising, financial management, and organization development for both organizations including the WCV PAC. The CEO works with and supervises the current Executive Team (WEC President, WCV President, Development Director, Administrative Director, Communications Director, and Government Affairs Director) to ensure that programs are developed, implemented and coordinated across the two organizations to the extent allowed by law. In addition, the CEO serves as the organizations' representative and thought leader to the national League of Conservation Voters and other state level conservation organizations around the country.

Oversight and guidance are provided by the person who is the Board Chair for both WCV and WEC. The CEO's performance will be evaluated based on overall results, allowing for a choice of strategies and methods in order to obtain the best possible results.

Specific areas of accountability include Strategy and Planning, Fostering Strategic External Partnerships and Coalitions, Community Engagement, Board Relations, Fund Development, Organizational Leadership, Budgeting and Financial Management, and Public Relations.



Photo by Miles Ritter

# Leadership Abilities

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

- Experience serving as a CEO, Executive Director or senior staff member of an organization, division or department, not necessarily in a traditional environmental organization.

## Commitment to:

- Protect, restore and sustain the environment.
- Environmental justice, racial justice, and equity.
- Electorally focused political action to ensure environmental stewardship of the state.

## Ability to:

- Make decisions, often with partial information, in a deadline-driven environment.
- Work collaboratively and form strong working partnerships.
- Work with two strong, influential volunteer Boards of Directors and highly skilled professional staff.
- Steward and cultivate relationships with individuals and foundations as part of the organizations' fund raising efforts.

- Build, manage, and report on organization-wide budgets.
- Map out a vision with multiple stakeholders and focus collective action to achieve it.
- Set priorities and manage multiple short-term and long-term projects simultaneously.
- Work within state policy, the legislative arena and electoral politics.
- Communicate effectively verbally and in writing coupled with strong meeting facilitation skills.
- Lead with integrity.

# Opportunities for Impact

## Areas of focus for the first 12 to 18 months

- **Political Advocacy.** Building upon the organizations' landmark success during the 2019 legislative session, prepare for and participate in WCV's work related to the 2020 election campaigns, a critical time in Washington state politics.
- **Organizational Development.** Conduct an assessment of the organization structure of both WEC and WCV to ensure that the organizations are resourced properly for continued expansion, and to leverage the efforts of both entities for maximum impact.



- **Relationship Building.** Partner with the outgoing CEO, Executive Team and staff, Board members, and others to forge and begin to foster relationships with key donors, foundations, partners, stakeholders, and political leaders among others.
- **Strategic Planning.** Work with staff, Board and stakeholders to begin the process of developing the next strategic plan for the organizations that establishes environmental priorities with a racial, social and economic justice lens.

### Longer term areas of focus

- **Political Advocacy.** Through thoughtful, inclusive and effective policy and political work, build on decades of success to ensure that WEC remains the most powerful and effective environmental advocacy organization and that WCV remains the most powerful environmental political organization in Washington, leading to a more livable future for all.
- **Relationship Building.** Continue to build alliances and authentic partnerships that expand the organizations' political tent, particularly among people of color and indigenous populations to ensure that the environmental movement is just and equitable.



- **Mission Advancement.** Advance climate justice across all WEC and WCV programs to ensure that Washington state is better able to respond to the accelerating realities of climate change and to ensure strong protections for all communities.
- **Mission Advancement.** Guide the implementation of the WEC and WCV 2021–2026 strategic plans that will seek to make significant strides in protecting, restoring, and sustaining Washington's environment while ensuring a healthy environment and a strong, sustainable economy for all people in Washington state.

## Compensation and Benefits

This is a full time, exempt position with a target starting salary range of \$125,000 - \$160,000 depending on experience. We also offer a generous benefits package including: employer-paid medical, dental, and vision insurance; a 401k plan and organizational match of up to 3% of your annual salary; a flexible spending account; paid vacation and sick leave and ten paid holidays per year; an unlimited ORCA transit pass; and if you work for seven consecutive years you are eligible for a two-month paid sabbatical.



# To Be Considered

The position is open until  
filled with a priority deadline of:

**September 20, 2019**

Candidate materials are reviewed on an on-going basis and initial interviews will begin by mid-August. Please submit a resume and a two-page (or less) cover letter addressed to the Search Committee at <https://valtasgroup.recruiterbox.com/>

Please upload the resume and cover letter as a single WORD or PDF document.

You may direct questions to **Mr. Ed Rogan** at [ed@valtasgroup.com](mailto:ed@valtasgroup.com) or **206.697.8428**.

*Washington Environmental Council and Washington Conservation Voters are equal opportunity employers committed to dismantling structural racism and creating a welcoming work environment. WEC, WCV and the Valtas Group do not discriminate on the basis of age, race, creed, gender, religion, marital status, veteran's status, national origin, disability, or sexual orientation. We are committed to a diverse, socially just, and welcoming work environment and people of color, people with varying abilities, and people of all sexual orientations and gender identities are especially encouraged to apply.*

