



EXECUTIVE DIRECTOR



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THE POSITION

The Executive Director (ED) leads the visioning process with the Board of Supervisors and staff, ensures the strategic goals align with mission and values, and implements these goals with the Board, talented staff, and through engaged and mutually beneficial partnerships. This includes coordinating all aspects of KCD's work. In collaboration with staff, more specific areas of accountability include budgeting and financial management; external relations; strategic planning; organizational development; board relations and governance; partner cultivation and stewardship; human resources; and staff leadership, management, and development.

KCD is seeking a dynamic leader for the agency's next chapter of growth and evolution. This includes engaging internal and external stakeholders, amplifying and extending the reach and impact of KCD's programs, and further serving diverse urban and rural land stewards and residents by advocating for best practices throughout the various communities in KCD's service area.

The District seeks a collaborative, trusted, inspirational, generative, and poised leader who effortlessly engages with people and manages complex and dynamic stakeholder and partnership relationships to improve and directly impact natural resource conservation in King County. The ideal candidate will be strategic, skilled at public policy and political affairs, and have strong business acumen. They will identify and use key metrics and leverage data to inform KCD's priorities, work, and partnerships. The ED will maintain a holistic view, and use evidence-based decision-making while maintaining cultural and systematic awareness.

The preferred candidate embraces and champions KCD's core values of accountability, mutual respect, collaboration, empowerment, equity, and trust. Ideally, they will bring an understanding of conservation districts, conservation practices, and regional environmental issues, preferably within the Puget Sound area, and have demonstrated successful government or nonprofit board management, as well as experience facilitating complex relationships and programs.

For a detailed description of the organization and its programs, please visit: <https://kingcd.org/about/>

ABOUT THE ORGANIZATION

King Conservation District (KCD) is a metropolitan conservation district servicing 34 cities and unincorporated King County. KCD is committed to ensuring that all 2.2 million residents of its service area have access to local food, healthy forests, and clean water. By working with partners such as King County, Sound Cities Association, farmers, rural land owners and residents, urban residents, volunteers, community-based organizations, and municipal partners, KCD extends the reach of its programs and services and broadens the impact of its work to restore tree canopy, expand wildlife habitat and grow the regional food system. Everyday with people all over King county, KCD makes an impact that grows exponentially, building climate resiliency.

Since 1949, King Conservation District has helped the people of King County manage their natural resources. KCD inspires a shared vision of community-based stewardship of natural resources and economically viable working farms and forestlands. KCD staff members educate people, schools, scientists, consultants, and agencies on recognizing, resolving, and avoiding problem situations. KCD's cooperative work with urban and rural residents, farmers, and community leads to strong conservation outcomes, a vibrant, equitable regional food system, and a more resilient region. KCD enjoys a broad legislative mandate and the agency's ability to collaborate and innovate is limited only by the future it envisions.

This is an exciting opportunity for an experienced Executive Director and committed conservationist.

OPPORTUNITIES FOR IMPACT

- Discern and articulate KCD's vision. Advance KCD strategic direction through Board and staff leadership and active involvement with the King Conservation District Advisory Committee, staff, and other stakeholders. Facilitate a community-based approach to Strategic Planning for KCD.
- Build and steward partnerships across jurisdictions, nonprofit organizations, private sector entities, legislators, and other stakeholders to find collaborative spaces to advance conservation work and impact in King County and Washington state.
- Work with legislators and other stakeholders to advocate for the reform of the conservation district election process.
- Ensure that the organization is structured appropriately and has the necessary staff expertise and other resources required to achieve strategic goals.
- Develop and implement strategies to identify and secure new and expanded sources of revenue that fall within the mission of KCD including cultivating and soliciting new funding streams, pursuing private sector philanthropic grant funding, and other funding opportunities.
- Collaborate with staff and the Board to grow KCD's public profile with urban and rural communities, intersecting conservation organizations, elected and appointed officials and policymakers, the philanthropic community, and other potential supporters in King County and statewide.
- Ensure KCD is a leader in building climate resiliency and is invited to and participates at coverings and gatherings of other like-minded organizations and coalitions to advance conservation efforts in King County; build KCD's reputation as the go-to conservation organization, and communicate KCD's mission to stakeholders.
- Continue to inspire and promote the need for collaborative, voluntary stewardship of natural resources, private, and public lands.
- Oversee the development and negotiation of Systems of Rates & Charges, including stakeholder engagement, rate model update, and coordinating legislative actions.
- Work with the Board to clearly define expectations related to Board/ED relationship, communications, and ED performance management. Oversee practices to ensure successful execution of the strategic objectives of KCD.
- Ensure financial stability through adherence to prudent financial management principles, including timely reporting.



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. KCD seeks candidates with a compelling combination of demonstrated knowledge and skills in some, or all, of the following areas:

- Leadership experience in dynamic and complex quasi-governmental organizations, preferably within a public agency or mission-based nonprofit entity with represented employees.
- Senior-level government relations and Board management experience, business ownership or responsibility for budget and P/L.
- Experience serving as a CEO, executive director, senior staff member of an organization, division, or department (not necessarily in a traditional public policy, conservation, advocacy, or nonprofit organization).
- Familiarity with fundraising, social sector or nonprofit services, public policy advocacy work, labor relations, and legislative relations – which may come from Board, volunteer, or staff service – is a plus.
- High Emotional and Social intelligence.



COMMITMENT TO:

- Steward KCD's mission. Inform organizational vision, strategic plans, and engage staff and stakeholders for effective implementation.
- Build a staff that is representative of the communities KCD serves.
- Increase awareness and uptake of KCD's work, services, and partnership opportunities within King County. Foster strong relationships in the community. Increase outreach to diverse, and underserved and underrepresented communities.
- Build a trusted, respected, and empowered team where all employees feel safe, valued, and supported within an inclusive environment.
- Transparent, clear, and mindful communications.
- Collaborate with partner jurisdictions to address climate resiliency issues.
- Foster a productive, engaging, equitable, and welcoming culture that attracts and retains a high-caliber, diverse workforce.
- Advocate for and promote sustainable conservation practices.



ABILITY TO:

- Lead with flexibility. Motivate and manage through change.
- Mentor staff.
- Balance urban and rural interests across KCD's work.
- Navigate complex political environments.
- Be an engaging, calm and thoughtful leader who embraces collaborative decision-making.
- Build and cultivate internal and external relations to increase organizational capacity, capabilities, reach, and positive impact.
- Develop and manage a complex and diverse portfolio of projects, including creating and implementing work plans.
- Represent government interests and effectively interact with people of all walks of life.
- Understand and effectively manage the budget and use of public funds while ensuring a well thought out and coordinated budgeting process.
- Recognize and pursue opportunities that may emerge unexpectedly.
- Create a shared vision, inspire and motivate others to join in realizing this vision, and creating a path to achieve it.
- Be an engaging public speaker and compelling voice for the organization and mission. Provide keynote messages at events and meetings related to significant natural resource priorities and initiatives.
- Cultivate allies and build mutually beneficial partnerships and coalitions.
- Collaborate with staff to define their work and expectations.
- Promote a positive work culture characterized by healthy interactions with and among staff.
- Engage in direct, open, and honest conversation keeping all staff apprised of organizational information.
- Facilitate community-based, collaborative processes with KCD's stakeholders.



COMPENSATION AND BENEFITS

This position is **full-time exempt**. Employees are currently working remotely due to the COVID-19 pandemic. When it is safe to do so, the organization will resume operations out of its office in Renton, WA. The work includes some evening and weekend events with the ability to travel up to 25% of the time. Mostly work in an office-type environment with field meetings from time to time.

Commensurate with the experience and qualifications of the selected candidate, the starting salary ranges from **\$145,000 to \$170,000** per annum, together with a competitive benefits package.

The District offers an attractive, comprehensive benefits package that includes medical, dental, a life insurance policy with the option to increase coverage at the employee's expense, a cafeteria plan, and participation in the State of Washington's Retirement System (PERS).



TO BE CONSIDERED

This role will remain open until filled. Candidate materials are reviewed on an on-going basis, and initial interviews will begin by late March.

To be considered, please submit a resume and cover letter (**in a single Word or PDF document**) as soon as possible addressed to the Search Committee at <https://valtasgroup.recruiterbox.com/jobs/fk0u7gg/>

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

King Conservation District (KCD) is an Equal Opportunity Employer committed to diversity, racial equity, and inclusion. KCD does not discriminate on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, a record of arrest or conviction, or any other factor that the law protects from employment discrimination. This position is subject to reference checks and the completion of a background check.





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.

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