



Job Opening Announcement: Forest Program Director

Location: Portland, Oregon | **Reports to:** Director of Programs

Position posted: April 9, 2019

About Sustainable Northwest

Sustainable Northwest is a conservation non-profit working at the intersection of economy, environment, and community. We pioneer transformative market and governance models in the service of people and nature. We envision a low-carbon economy where producers and consumers value and reward sustainably produced food, fiber, energy. Innovative and equitable policies, markets, and systems of collaborative governance align to support healthy landscapes and strong communities.

Position Summary

The Forest Program Director is an exempt, full-time position responsible for leading and implementing Sustainable Northwest's portfolio related to federal forest management, forest collaboration, and community forests across Oregon and Washington. The Director oversees staff at Sustainable Northwest, manages contractors, and coordinates extensively with Sustainable Northwest's partner organizations. The Director collaborates with other Sustainable Northwest staff and programs on projects related to forestry including conservation finance, green building, and development of Sustainable Northwest's federal and state forest policy positions and initiatives, in coordination with the Director of Government Affairs. The Director will help lead and coordinate an interdisciplinary team to advance conservation solutions in selected forested geographies.

Key Responsibilities

The Forest Program Director has primary responsibility for advancing Sustainable Northwest's vision for forest resilience and rural economic development across Oregon and Washington. The Director works to develop and implement strategies to promote this vision through a collaborative process and by increasing the meaningful involvement of diverse stakeholders through innovative partnerships. Primary programmatic duties include, but are not limited to:

- Serve as a strategist and planner for the Forest Program.
- Coordinate Forest Program staff in implementing transformative models to achieve the organization's forest collaborative and community forest goals.
- Lead an interdisciplinary team of process, ecology, and finance specialists to provide strategies to communities seeking to optimize conservation and community benefits.
- Serve as lead staff on specific Forest Program initiatives, including the Northwest Community Forest Coalition (~30 unique organizations/members) and other place-based coalitions engaging on forest and watershed management.
- Work with state and federal forest and natural resource agencies to achieve forest resilience and socio-economic goals across the region.
- Support strategic state and regional networks to help achieve the goal of scaling forest innovation across Oregon and Washington.

Key Responsibilities (continued)

- Support collaboratives with the development of effective public communications strategies to complement policy and program goals.
- Provide direct technical assistance to forest collaboratives including meeting facilitation and organizational development.
- Conduct shuttle diplomacy with diverse stakeholders at multiple scales to increase common ground agreement in forest collaborative and community forest programs.
- Maintain strong, trusting, and effective relationships with a broad diversity of SNW partners, including: conservation organizations, timber industry, logging contractors, Indian Tribes, state and federal agencies and staff, and elected officials and staff.
- Represent Sustainable Northwest in public and private settings, including conferences, partnerships, and meetings with foundation staff, private donors, and government decision-makers.

Additional Responsibilities

- Develop and update strategic program direction, workplans, and budgets, including investigation into new project opportunities.
- Coordinate hiring and managing of staff, interns, and contractors to implement the workplan for the Forest Program.
- Fundraise for the Forest Program and the organization by identifying potential funders, communicating with foundation program officers, conducting grant writing and reporting, and communicating with donors.
- Manage financial aspects of the Forest Program, including development and management of the annual program budget (\$400,000+ annually), processing of invoices, and tracking of expenditures.
- Participate in general meetings, events and activities relevant to the Forest Program, and to overall organizational progress.

Required Qualifications

- Master's Degree in Forest Resources or related fields.
- 10 years' work experience in the natural resources field.
- Knowledge of ecological forest restoration, forest management practices, Forest Service and other state and federal agencies' land policies and regulations, program and project management, collaborative processes, organizational development, and training.
- Demonstrated ability to work in complex, potentially high-conflict, multi-dimensional arenas including effective work with a broad array of organizations, individuals, personalities, and interests.
- Experience working with stakeholders in rural areas and contexts.
- Skills and Expertise:
 - Strong written and oral communication skills; position requires significant public engagement.
 - Training and field experience in facilitation and conflict resolution.
 - Significant fundraising experience, including grant writing and reporting.
 - Experience supervising staff and contractors with a strong emphasis on team building and project roll-out.
 - Experience in project and financial management.

Required Qualifications (continued)

- Leadership, Management and Work Habits:
 - Ability to work independently and proactively, and manage difficult work situations while also demonstrating commitment to working in a team environment, internally and externally.
 - Highly organized and intellectually curious.
 - Able to lead and to delegate.
 - Willing to be flexible and adaptive when needed.
 - Strong sense of self-awareness and self-assessment; readily willing to seek advice and input from others (Board, staff, outside specialists, etc.)

Benefits and Compensation

- Commensurate with experience.
- Sustainable Northwest offers a comprehensive and generous benefits package. We support employee wellness and offer medical, dental, and vision insurance; generous paid time off and sick time; flexible schedules; 403(b) retirement plan with employer contributions; transit and bicycle benefits; and pre-tax spending plan for medical, and dependent care.

Sustainable Northwest is an equal opportunity employer. We encourage applications from candidates with diverse backgrounds and individuals from historically underrepresented groups, whose experience will strengthen our organization and innovations. We do not discriminate on the basis of an applicant or employee's race or ethnicity, national origin; gender, gender identity or sexual orientation; age, ability, or other legally protected status.

To Apply

- Send email with 'Forest Program Director' in subject line. Email cover letter, resume and one writing sample to hmeganck@sustainablenorthwest.org. Incomplete submissions will not be considered. No phone calls or email inquiries, please. Position will remain open until filled.