



## **Executive Director**

Oregon Wild

**Job Location:** Portland, OR (Hybrid)

**Compensation:** \$100,000 - \$120,000

## **ABOUT OREGON WILD:**

Founded in 1974, Oregon Wild is a non-profit conservation organization with a legendary history of accomplishment. In the past 50 years, Oregon Wild has established itself as a tenacious and resolved environmental organization, taking a results-oriented approach through a mix of no-nonsense policy advocacy and litigation as well as productive collaboration with diverse allies.

Oregon Wild leads conservation efforts at every level, from grassroots community organizing to lobbying Congress. Our victories include safeguarding nearly two million acres of Wilderness and 2,000 miles of Wild & Scenic Rivers through federal legislation; legal victories that have protected hundreds of thousands of acres of old-growth forests and preserved critical wetland habitat; and the preservation of numerous endangered species, from gray wolves to northern spotted owls.

Oregon Wild has a national reputation as a pioneering organization that is highly strategic and effective, with strong policy expertise. We work to protect and rewild the parts of the natural world that do not have a human voice, while not forgetting that humans are interconnected with nature and its systems.

Oregon Wild has been recognized as one of the **2024 Best 100 Nonprofits to Work For in Oregon** by Oregon Business. This recognition is a testament to the organization's commitment to a supportive and engaging work environment that values its team's well-being, growth, and contribution to its mission.

## **POSITION OVERVIEW**

Oregon Wild seeks a dynamic, passionate, and strategic Executive Director (ED) to lead the organization into its next phase of evolution and impact. The ED will be responsible for overall leadership, strategic direction, and operational/financial management, ensuring alignment with the organization's mission and values. This role is an opportunity to guide a well-established organization that is poised for continued success in environmental advocacy, policy influence, and community engagement.

## **KEY RESPONSIBILITIES**

- **Strategic Leadership:** Implement the existing visionary strategic plan that addresses organizational growth, financial sustainability, and environmental advocacy goals. Formulate the direction for the evolution of the strategic plan to implement in future planning cycles.

- **Fundraising & Development:** Direct fundraising efforts, including individual donors, foundations, and legacy giving, while ensuring continued financial stability and growth.
- **Staff & Organizational Development:** Lead a talented and dedicated team, fostering a collaborative workplace culture and supporting an effective organizational structure. Implement changes to organizational structure as needed to support growth and align with strategic plans.
- **Board Engagement:** Work closely with the board to advise, inform, and facilitate their role in strategic oversight and governance. Plan, prepare, and help facilitate meetings of the board to ensure they are well informed and engaged. Participate in board development, recruitment, orientation, and training.
- **Administration and Financial Oversight:** Provide day-to-day organizational administrative and financial oversight including budgeting and management of operational and endowment funds. Ensure legal compliance, including for affiliated 501(c)4.
- **Advocacy & External Relations:** Represent Oregon Wild in policy and advocacy efforts at local, state, and federal levels. Build and maintain relationships with key stakeholders, including government agencies, tribal entities, and partner organizations.
- **Equity, Diversity, and Inclusion (EDI):** Lead and support efforts with the board, committees, partners, and staff, to advance Oregon Wild equity, diversity, inclusivity, and justice initiatives - including Public Lands 4 All. Support the EDI Committee and champion inclusive operations and campaigns at Oregon Wild.

## QUALIFICATIONS

Applicants must have a deep commitment to the conservation of public lands, wildlife, and wild waters, and a passion for sharing this commitment with others. A successful candidate will also have:

- **Leadership Experience:** Proven experience in a senior leadership role, with a strong track record of strategic and financial planning and organizational management.
- **Fundraising Expertise:** Demonstrated success in fundraising, including experience with major donors, grants, and legacy giving.
- **Administration and Finance:** Demonstrated ability in organizational administration, budgeting and financial oversight.
- **Environmental Advocacy:** Deep understanding and personal commitment toward strong environmental policy and conservation issues. Some understanding of the conservation landscape in Oregon and relevant related issues is preferred. Experience working with governmental agencies and elected officials is highly valued.
- **EDI Commitment:** A strong commitment to equity, diversity, and inclusion, with experience in implementing EDI initiatives and fostering an inclusive workplace.
- **Collaborative Leadership:** Ability to inspire and lead a diverse team, with a focus on mentorship, staff development, and organizational cohesion.
- **Communication Skills:** Excellent public speaking, writing, and media engagement skills. Comfortable advocating on behalf of the organization at public events and in legislative settings.

## WHY JOIN OREGON WILD?

- **Recognition:** Join a team recognized as one of the most effective environmental advocacy organizations in the region, including in leadership of national and state-wide coalitions and campaigns.
- **Impact:** Lead a growing, mission-driven organization that is making a significant impact on protecting Oregon's natural environment, with fifty years of successful campaigns and partnerships.
- **Growth:** Be at the forefront of shaping Oregon Wild's future, building on a strong foundation, and driving strategic initiatives that benefit Oregon's wild places and wildlife.

## ORGANIZATIONAL CONTEXT

The next Executive Director of Oregon Wild will join the organization at an exciting time. We are in the middle of celebrating our 50<sup>th</sup> anniversary. In April, we launched a new brand identity to connect with new audiences across the state while cementing our reputation as the go-to organization for Oregonians who love the wild. Our new tagline is: Let Nature Live. Let Nature Last. Our next leader will have a profound legacy to build from, at the helm of an organization with a hard-earned reputation for effectiveness, holding those in power accountable, and sticking to our beliefs.

After a period of growth that saw staff increase from 12 in 2020 to 20 in 2023, the next Executive Director is primed to harness the momentum and deepen Oregon Wild's impact. Oregon Wild is a key leader in two conservation campaigns that stand out as some of the most significant and wide-reaching that we have ever tackled. Nationally, we are co-leaders of the Climate Forests Campaign – an effort to finally protect mature and old-growth forests on public lands all across the country for their climate benefit. Here in Oregon, we spearhead advocacy for the River Democracy Act which would be the single largest river protection effort in the nation's history.

The whole team is currently engaged in strategic planning that we traditionally have conducted on a four-year cycle in line with the presidential election year. We expect to have a completed four-year plan for 2025-2028 in early fall.

Oregon Wild has a passionate and dedicated staff with deep experience. We have broad expertise that finds us leading efforts at every level, from grassroots organizing in communities to lobbying Congress. We seek a leader who is ready to embrace the opportunities and challenges that come with protecting nature in a state that still mythologizes the logger and the cowboy.

## HOW TO APPLY

Oregon Wild is partnering with Motus Recruiting for our ED search. You can find more information, including a form to directly submit your application at this webpage:

[https://motusrecruiting.com/job-seekers/search-jobs/details/?job\\_id=12587](https://motusrecruiting.com/job-seekers/search-jobs/details/?job_id=12587)

## About Motus Recruiting and Staffing, Inc.

*Founded in 2006, Motus is an award-winning recruiting and staffing firm in the Pacific Northwest, specializing in professional services and technology solutions. We are a group of people who recognize the importance of representation and actively fight for diversity, equity, and inclusion in*

*the recruitment process. Our goal is to educate organizations on the importance of DEI when hiring, promoting, and supporting diverse employees. We are calling organizations to demonstrate their commitment to DEI by being intentional about whom they hire.*

*All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability, or protected veteran status.*