



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Northwest Gas Association

Chief Executive Officer

Position Description & Candidate Profile

Chief Executive Officer

Location

Pacific Northwest (Currently in Portland, OR; in-office and remote work)

Reports to

Board of Directors

Our Client

The Northwest Gas Association (NWGA) is a bi-national trade organization of the Pacific Northwest natural gas industry. Members include six natural gas utilities and three transmission pipelines that transport natural gas from production areas in Alberta, British Columbia and the U.S. Rockies into and through the Pacific Northwest. Together, NWGA members serve warmth and comfort to 10 million residents throughout British Columbia, Idaho, Oregon and Washington, and provide productive energy to almost 350,000 businesses, institutions and industries in the region.

The Association's core purpose is to advocate for the role of the region's gas infrastructure in safely delivering a clean, dependable, and affordable energy future. To that end, NWGA keeps its thumb on the pulse of all issues affecting the region's natural gas industry and customers. In addition to participating via advocacy in the halls of government – and tracking proposed new legislation, regulations and court cases affecting the industry – NWGA regularly produces fact-based briefs, fact sheets, webinars, blogs and other proactive educational tools, including its well-respected Annual Energy Outlook publication (which provides a 10-year forecast of regional natural gas supply and demand and explores current issues). NWGA also provides forums and brings coalitions together to discuss and address important issues; one example, the Annual Energy Conference, attracts some 200 energy industry participants and stakeholders.

NWGA members view climate change as a legitimate and pressing societal and environmental concern. They are evolving their business models to address climate change, which includes adding renewable fuels to their pipelines such as Renewable Natural Gas (RNG) and low or zero carbon hydrogen. NWGA supports the evolution of its member organizations by acknowledging the reality of climate science, the region's necessary dependence on natural gas, and the effort to decarbonize the

industry while supporting the region's energy needs now and in the future. The organization's mandate is to provide fact-based data and information to regional policymakers, opinion leaders, and the public about natural gas. NWGA's imperative is to persuade regional policy makers that fully utilizing the existing natural gas delivery system is the quickest, most affordable and dependable pathway to decarbonization.

The new NWGA CEO will join the organization at a critical time of transformational change. NWGA members have finalized a strategic plan that will result in an association pivot, ushering in a new CEO who will maintain a high-performing organization while simultaneously expanding membership, partnerships, advocacy and influence.

Learn more about NWGA at [http://www.nwga.org/!](http://www.nwga.org/)

Position Responsibilities

NWGA's CEO provides visionary and strategic leadership as well as executive management to advance the mission and achieve the goals set by the Board of Directors. The CEO serves as a hands-on executive, providing both oversight and direct engagement in the work of the Association. NWGA's CEO honors the organization's legacy while thinking strategically about the path forward. The CEO will develop and command a keen understanding of the industry that NWGA represents. The CEO navigates the different business imperatives and sensitivities of NWGA's respective members and is a thought partner to a highly engaged board of directors and industry stakeholders. NWGA's CEO forges durable and influential relationships with diverse stakeholders, including progressive legislatures, and is innovative in championing the value and benefits of the region's natural gas infrastructure to deliver a low-carbon future. The successor CEO will work closely with the Board, staff and stakeholders to expand the organization's capacity to execute its mission. Ultimately, NWGA's CEO will further develop, accelerate and amplify NWGA's influence, ensuring a meaningful seat at any table where energy policy is discussed, debated and developed.

More specifically, the Chief Executive Officer will be responsible for:

Leadership and Management

- Reporting to the Board of Directors, maintaining open communication and disclosure of the conditions, operations, and needs of the organization

- Supporting and directing public relations activities to build and maintain relationships with other organizations, stakeholders, and allies
- Facilitating communication and strategic planning for NWGA members, incorporating needs across diverse geographical and political settings
- Educating and influencing a wide range of constituents, including leaders in the energy industry, communities, labor, and legislatures
- Drafting, presenting, and recommending organizational policies and programs to the Board
- Researching and synthesizing information to develop credible and relevant materials for member organizations and external stakeholders
- Overseeing preparation of the annual budget, and effectively stewarding the organization's financial resources, including facilitating periodic audits and compliance activities

Supervisory Responsibilities

- Setting goals for performance and deadlines that comply with NWGA's mission, vision and values
- Organizing workflow, ensuring that employees understand their duties and delegated tasks
- Addressing concerns from members and employees and resolving issues
- Ensuring employee productivity and providing constructive feedback and coaching as appropriate

Profile of the Successful Candidate

The successful candidate will be a trusted advocate, known for her or his integrity and widely respected across the political spectrum. They will build strong and persuasive coalitions and bring an existing bench of influential contacts. The successful leader will be a strategic and innovative thinker who has successfully expanded organizational capacity and influence. They will be insightful and will have demonstrated an aptitude for navigating differing stakeholder imperatives toward finding common ground. The successful aspirant will inspire the confidence of and be respected by C-suite executives, policy-makers and opinion leaders. They will be a proven and effective manager of financial, human and physical resources who has shown a commitment to exceeding the expectations of key constituents and to the growth and success of their employees.

More specifically, NWGA seeks a professional who embodies the following:

- Proven experience in coalition-building and advocacy
- Understands the impact of economic, political, regulatory, and consumer trends on the regional industry
- Communicates effectively in the legislative setting to ensure legislators clearly understand the full impact of energy-related bills
- Strong leadership and strategic skills with the ability to develop and communicate the organization's mission and vision
- Proven ability to hire, manage, mentor, inspire and retain a successful staff
- A high degree of financial acumen with experience in budget analysis, forecasting and planning as well as a track record of effective and judicious deployment of financial resources
- Maintains resiliency when confronted with setbacks or difficult conversations and has the ability to function effectively in a dynamic and, at times, stressful environment
- Strong analytical and problem-solving skills
- Persuasive verbal and written communication skills with an ability to inspire and effectively use social media tools
- Flexibility to travel around the Northwest or beyond as needed

The successful candidate will also likely have:

- Bachelor's degree and perhaps an advanced degree in a related field
- At least 10 years of association management and/or government/public affairs experience
- Energy industry/natural gas industry exposure or experience

Start Timeframe

We seek to have someone in place by late Spring/early Summer 2025.

Compensation

The NWGA offers an annual base salary between \$220,000 and \$245,000 (dependent upon experience and qualifications) and an excellent employment package including health, life and disability insurance, paid leave, 401(k), and incentive compensation (bonus) based upon performance. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role, regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Melissa Ulum. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.