



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Oregon Environmental Council

Executive Director

Position Description & Candidate Profile

Executive Director

Location

Portland, OR

Reports to

Board of Directors

Our Client

Founded in 1968 by concerned Oregonians across the state, Oregon Environmental Council (OEC) is a membership-based, nonpartisan nonprofit.

OEC is the first multi-issue, statewide environmental group in Oregon. Look at any “green” idea that put Oregon on the map over the last 50 years—the Bottle Bill, landmark land-use planning laws, curbside recycling—and you’ll find that OEC was integrally involved as a key collaborator behind these critical protections. OEC advocates for impactful, lasting solutions that get at the source of Oregon’s environmental challenges and have tangible benefits for people’s health and quality of life. OEC’s goals include stable climate that safeguards Oregon’s communities and economy; clean and plentiful water that supports people, fish and wildlife; and healthy homes and neighborhoods free of air pollution and hazardous chemicals.

Oregon Environmental Council envisions a future in which *every* Oregonian has access to the healthy air, water, climate and community that all residents need to thrive. To achieve this vision, OEC strives for equitable environmental policies and practices that give every Oregonian a fair shot at acting on their environmental values, being a part of decisions that affect them, and living in healthy environs. Importantly, OEC is soon to complete a three-year strategic plan which includes its commitment to pursuing equitable and inclusive solutions to environmental challenges.

OEC is a fiscally sound, highly regarded organization that is committed to transparency and the evolving diversity of the state. With a budget of \$2 million and a staff of 17, OEC is poised to continue broadening and deepening its work in support of a healthy environment that provides equitable outcomes for all Oregonians.

Learn more about Oregon Environmental Council at <https://oeconline.org>!

Position Responsibilities

Oregon Environmental Council seeks an engaged, outward-facing leader who is committed to policy change and skilled in fundraising, change management, organizational development, communication, program development and implementation, and community activation. The new Executive Director will be deeply committed and authentically connected to the mission of OEC. The successful candidate will bring to the role strategic and operational leadership, management acumen, environmental and political savvy, and experience in diversity, equity and inclusion initiatives and culture change. The new Executive Director will work closely with the Board, staff, and key stakeholders to advance OEC's mission, provide strategic leadership, and ensure the development and delivery of innovative programs. A persuasive oral and written communication style, rooted in keen interpersonal sensitivity and high emotional intelligence, will serve the organization well. This position directly supervises the Deputy Director for Programs, Deputy Director for Philanthropy, Communications Director, and Finance Director.

Specifically, the Executive Director will be responsible for:

Leadership and External Engagement

- Building and maintaining a highly visible public presence for the organization
- Seeking and acting on opportunities to increase the organization's profile and strengthen connections to OEC's strategic priorities
- Ensuring that OEC's work tells a comprehensive and compelling story consistent with the organization's core values and brand
- Developing and maintaining positive and diplomatic relationships with key interests across the state, including leaders of environmental organizations; community-based organizations (including organizations representing communities of color, culturally specific communities, low-wealth communities); tribes; business organizations and business leaders; union leaders; agency heads; and elected officials
- Developing and maintaining positive and diplomatic relationships with rural stakeholders, working to break down barriers and ensure the organization reflects rural interests
- Further developing the Emerging Leaders Board (ELB), establishing clarity around the purpose and role of the ELB and creating a value proposition that attracts diverse candidates who will serve as ambassadors to the younger generations who prioritize the urgent need to address environmental, conservation and climate solutions
- In conducting the above outreach, leveraging the power of storytelling to relate to various stakeholders and their respective interests and goals,

remaining thoughtful about how and when to engage potential partners, building trust and rapport, actively listening to diverse voices and perspectives, and recognizing how and when to come together and collectively champion issues

Management

- Providing leadership that fosters trust, collaboration, high morale, a self-directed and high-performing team, and a positive, multicultural, inclusive workplace
- Serving as a leader, ambassador and active champion of equity, diversity and inclusion work; creating a safe and honest space to support equitable solutions that advance the organization's mission
- Partnering with Communications to enhance OEC's external presence, also helping the organization to discern specific issues that could benefit from OEC's voice
- Framing, modeling and integrating the vision and elements that embed equity, diversity and inclusion principles in interactions and policy work that enable the staff and organizational culture to demonstrate its commitment
- Coordinating efforts across the organization, making sure that program and policy work, finances and fundraising, communications, and marketing are integrated and mutually supportive
- Developing consistent systems and tools that promote accountability, identifying and addressing barriers to success
- Ensuring implementation of the performance evaluation and improvement process, including identifying and continuing professional development opportunities at all levels

Fundraising

- Partnering with development staff to develop and execute fundraising plans, including modernizing and diversifying OEC's fundraising streams
- Cultivating strong relationships with key foundation, government and corporate donors and regularly making direct asks for support, keeping pace with developments in philanthropic giving
- Expanding OEC's base of individual support through an ambitious major donor fundraising campaign
- Expanding and diversifying revenue sources, possibly pursuing transformational gifts, earned revenue, technical assistance/contracting

Board Governance

- Communicating regularly and effectively with the board, establishing trust and encouraging collaboration, fully informing board members of any significant progress and challenges
- Providing staff support to the board, including support for board committees and agenda development for board meetings and retreats
- Facilitating board recruitment, orientation, and engagement

Financial Performance

- Developing and executing annual budgets and manages budget to financial results throughout the year
- Overseeing implementation of OEC's endowment policy
- Ensuring that OEC meets all legal obligations concerning financial management, reporting, taxes, etc.

Profile of the Successful Candidate

Oregon Environmental Council seeks a seasoned leader with superb communication and presentation skills, along with an effective, collaborative interpersonal manner that fosters an ability to build trust. Under the guidance of OEC's statewide Board of Directors, the Executive Director will be responsible for actively managing all affairs and operations of the organization within the limits established by OEC's bylaws and policies, in concordance with OEC's emerging strategic plan. Primary responsibilities include organizational management, including working with the Board of Directors and maintaining a transparent, empowering, inclusive team culture; ensuring fiscal accountability and financial health and stability, including raising funds from major donors, foundations and corporations; cultivating and maintaining key relationships and increasing OEC's visibility; and providing vision and direction for OEC's programs. The successful candidate will be a strategically-minded leader and a thoughtful, persuasive, influential communicator who will contribute creative, dynamic, and forward-thinking strategy and execution to lead OEC's work in pursuit of its mission to advance innovative, collaborative and equitable solutions to Oregon's environmental challenges for today and future generations.

More specifically, OEC seeks a professional who has:

- Genuine enthusiasm and passion for the mission and policy orientation of OEC, combined with a personal vision of its potential and promise
- Demonstrated ability to work effectively and sensitively with a broad range of diverse groups, as evidenced by excellent listening and communication skills, balanced and reasoned approaches to problems, ability to inspire trust and confidence, and flexibility and openness to differing points of view

- Knowledge of the Oregon environmental policy landscape, or, at the very least, knowledge of what environmental initiatives can be effective in a state-focused ecosystem
- Deep and authentic commitment to diversity, equity and inclusion, as evidenced by personal and professional disposition and track record
- Experience driving organizational culture change
- Experience interacting and working closely with senior leadership (ideally in the environmental sector)
- Experience effectively working with and building relationships with activists and various affinity groups including BIPOC-led organizations
- An inclusive, consensus-building, transparent leadership style both in and out of the public spotlight that is grounded in deep mutual respect, trust, flexibility, clear communication, humor and joy
- Exceptional management skills, with an understanding of the difference between leadership and management
- Well-developed business acumen that balances mission needs with revenue goals, familiarity with diversifying revenue opportunities
- Demonstrated financial management acumen and strong analytical skills
- The ability to think creatively, to bring people together and to make important connections including among multi-generational stakeholders
- Excellent judgment and negotiation skills, with an eye toward translating strategy into relationships and results
- A willingness to iterate a strategy and approach, with the ability to recognize the need to course-correct as necessary
- Personal attributes such as accessibility, authenticity, friendliness, care for communities, humor and joy
- Residency in Oregon (or desire to have residency), with the ability to be present in Portland or Salem, as OEC is moving to a hybrid working environment (two to three days per week)

In addition, the successful candidate will likely have:

- Ten or more years of experience and a demonstrated track record of effectively contributing to meaningful organizational growth and maturation
- Prior experience in nonprofits, either in a senior leadership role or as a board member
- Prior experience in the environmental sector in a senior leadership role
- A passion for environmental work and thinking broadly about the agendas that may leverage inclusive organizational relationships and opportunities

Start Timeframe

We seek to have someone in place by late summer/fall 2022.

Compensation

This position offers a competitive salary and includes a comprehensive benefits package. 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, Of Counsel or Monica Rodgers, Senior Consultant. 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.