



Mid Sound Fisheries Enhancement Group

Executive Director Position Announcement

Mid Sound Fisheries Enhancement Group (Mid Sound), a nonprofit based in central Puget Sound, has an exciting opportunity for a strong leader passionate about salmon recovery to serve as our Executive Director. Mid Sound engages people in boots-on-the-ground efforts to help salmon and our communities thrive and has a 30-year track record of success.

Our Executive Director leads us forward, growing Mid Sound to better serve the needs of salmon and the communities that surround them. Over the past three years, our organization has embarked on a huge upward trajectory – expanding our programming and growing our annual organizational budget from \$250K to \$700K. We have created new education and outreach programs, expanded our restoration initiatives to include nearshore projects, and hired new staff responsible for implementation.

Our next Executive Director will be excited to continue and build on this momentum, supervising a small staff to achieve big goals, and continuing to develop partnerships and grow the organization. This might be you if:

- You are as comfortable standing knee-deep in a stream as you are rubbing elbows with elected officials.
- You are interested in building restoration efforts with Black, Indigenous and People of Color (BiPOC) communities and committed to creating a more diverse environmental community.
- You work as well autonomously as you do collaborating with others, including local communities, citizen volunteers, local tribes and landowners.
- You thrive on all of the above.

If you have a passion for salmon restoration, a background in habitat restoration projects, and the desire to build partnerships with other organizations and volunteers, send a letter of introduction and your resume to the Board of Directors, care of: Antonia Jindrich, Operations Director, antonia@midsoundfisheries.org

Position Title: Executive Director

Supervised by: Board of Directors

Full-Time: Monday-Friday, 40 hours per week, some evenings and weekends

Salary and Benefits: \$70,000-\$85,000 per year starting salary, depending on qualifications. Benefits include vacation and holiday pay, retirement match, and health insurance.

Send Letter and Resume to: Antonia Jindrich, Operations Director, antonia@midsoundfisheries.org

Deadline: Open until filled. Priority given to applications received by 9/1/2020.

QUALIFICATIONS:

1. 10+ years relevant work experience in fisheries and/or aquatic habitat restoration, ideally with Pacific Northwest salmonids and recovery projects;
2. Knowledge of salmon habitats, restoration techniques, and Pacific Northwest ecosystems;
3. Experience preparing and managing budgets (organizational and project);
4. Project management experience from conceptualization through implementation, including permitting, contracts, and managing consultants;
5. Demonstrated experience writing grants and funding restoration projects, motivated to initiate creative fundraising efforts;
6. Entrepreneurial spirit – capable of working independently to build Mid Sound’s capacity and new partnerships that serve our mission;
7. Experience working with a complex array of stakeholders and community groups and building new relationships with diverse and historically underrepresented communities.
8. Experience working effectively with tribes;
9. Proven leadership skills and ability to develop camaraderie among staff, partners, community members and stakeholders;
10. Exceptional written and oral communication abilities;
11. Organized, self-motivated and strong attention to detail; and
12. Access to personal vehicle and ability to travel for work (reimbursed for mileage at the current WA State rate).

RESPONSIBILITIES:

Partnership and Project Development

- Represent Mid Sound in local, regional, and statewide forums including: the lead entity and regional salmon recovery committees, and the Regional Fisheries Coalition;
- Forge partnerships with other organizations to build programs and implement restoration projects in strategic areas throughout our service area;
- Work independently and collaboratively to prepare and submit competitive applications for grants and contracts to local, state, and federal agencies, and private foundations to fund projects and programs.
- Maintain continuing and develop new partnerships including but not limited to: King and Kitsap Shore Friendly programs, local jurisdiction stormwater programs for a new salmon focused green stormwater infrastructure retrofit program, City of Seattle for flood reduction and mitigation partnership.

Program Management

- Support project staff to implement funded restoration projects, providing guidance in project identification, feasibility, landowner communications, budget management, design, permitting, implementation and monitoring;
- Develop and collaborate on education and outreach initiatives aligned with the organization's mission and other goals, such as equity and inclusion, engaging the appropriate support to implement those initiatives;
- Manage staff to ensure a balanced workload on projects
- Recruit staff, consultants, contractors and volunteers as needed to build an effective team

Board Support

- Support the board in setting policy; creating, updating, and implementing a strategic vision; and fulfilling its fiduciary and oversight duties through monthly board meetings.
- Keep board informed of key organizational activities, accomplishments, and concerns;
- Facilitate board participation in appropriate organizational activities, such as fundraising and volunteer work parties; and
- Assist with board recruitment.

Organizational Management

- Create and implement public outreach program media (website, news releases, communications with the media, etc.). Positively represent the organization to the public. Deliver public presentations and tours with other Mid Sound staff to funders, partners, members, donors, and community groups;
- Work with the board and senior staff to build a sustainable and diverse funding strategy for the organization, including project specific grants and exploring creative fundraising strategies to increase our community support; and
- Ensure smooth administrative functioning, working with the Operations Director to develop strong systems for financial management, grant tracking and reporting, and task management.