

February 13, 2017

**Northwest Natural Resource Group  
Position Opening: Executive Director**



The Northwest Natural Resource Group (NNRG), a nonprofit organization headquartered in Washington State, seeks an Executive Director who will continue to guide NNRG's innovative approaches to ecological forestry in the Pacific Northwest, both in practice and in policy. This is a rare and exciting opportunity to expand the organization's mission, impact, and geographic reach while sustaining leading-edge models of stewardship, data collection, ecosystem monitoring, landowner education, and market development.

NNRG's mission is to use the marketplace to restore forests and local economies. We promote a sustainable, environmentally sound economy in the forestlands of the Pacific Northwest. We focus on the smaller woodlands (under 5,000 acres) owned and managed by private landowners, forest product companies, government agencies, and nonprofit organizations.

For the 5.5 million forested acres held by small forest landowners across Washington and Oregon, NNRG has developed a business model that delivers the information and resources these landowners need to adopt ecological forestry. Whether we are strengthening rural economies or restoring watershed health, NNRG proves that there's a place for ecological forestry in rural communities. Indeed, we believe the future requires it.

For 25 years, NNRG has collaborated with leading practitioners of ecological forestry to provide best practices and business models that serve small family landowners, conservation organizations, and tribes. We carry out our mission by listening and building partnerships. In recent years, we have helped landowners enhance more than 200 acres of forestland and have written forest management plans covering 52,200 acres. The members in our certification program have sustainably harvested 13 million board feet of timber from forests where active stewardship is providing local jobs, filtering drinking water, restoring salmon habitat, and promoting biodiversity. We now have a total of 160 landowner members across 160,000 acres in Washington and Oregon, 94 of which are part of our FSC group certification, the largest group certification program in Oregon and Washington. Clear business metrics allow us to carefully test, evaluate, and deploy creative solutions and innovative programs. NNRG is well poised to build our trusted brand name into a strong regional presence.

**The Opportunity**

NNRG is a solution-focused, financially stable organization with a committed staff and board. There are currently seven full-time or part-time staff, located in Seattle, Olympia, and North Bend, WA. Each staff member brings passion and professional expertise. The Executive Director is no exception: leadership is expected, good ideas are welcomed, and collaboration and partnership are required. The Executive Director has the opportunity to make a wide-ranging impact:

- Providing Regional Leadership: NNRG has a proven track record advancing ecological forestry in the Pacific Northwest that gives it strength and standing to experiment with new ideas. We have the credibility to convene willing partners in conservation, rural development, forest ecology, and policy to effect and improve efficient, impactful woodland stewardship.

- Building Relationships with Landowners: The value we place on our relationships cannot be overstated. We are trusted advisers in balancing landowners' desires for wildlife conservation, revenue, recreation, stewardship, and water quality. We have strong interpersonal relationships with our members, as well as a social media infrastructure to foster ongoing cultivation and support.
- Demonstrating a Proven Business Model: NNRG's work confirms that forestland can be managed in a manner that is financially viable, provides a sustainable supply of timber and other ecosystem services, and restores ecosystem functions and connectivity across the Pacific Northwest forested landscape.
- Expanding Revenue Streams: NNRG's funding base is currently split evenly between earned revenue and grant income. Grants typically come from federal and private sources. Earned revenue from forestry consulting fees has been growing steadily in recent years. NNRG also has a small, but largely untapped, donor base. We believe there is more opportunity to leverage our "community of practice," which could include individuals who support our work but who may not actually be forest landowners themselves.

### **The Executive Director Position**

The Executive Director reports to a nine-member Board of Directors. The Executive Director has overall strategic and operational responsibility for staff, programs, fundraising, strategic vision and execution of mission. The Executive Director brings expertise and guidance across a range of business-critical areas including grant writing and management, strategic business development, and operations management.

#### *Grant Writing and Management*

The primary task of the Executive Director will be managing, maintaining, and developing NNRG's business plan, which is composed of a combination of fee-for-service revenue (50%) as well as government (20%) and foundation (30%) grants. This includes writing and submitting grant applications, filing grant reports, and capturing new opportunities as they arise.

#### *Strategic Business Development:*

The Executive Director will identify and pursue opportunities to expand the resources available to small forest landowners for forest management, landowner education, and market outreach. The position is responsible for ensuring the long-term financial viability of NNRG by promoting a culture of disciplined growth with explicit priorities and strategic management of financial resources. This requires:

- Understanding the unique social, economic, and environmental issues associated with ecological forestry, rural prosperity, climate change, and conservation in the Pacific Northwest;
- Promoting and maintaining program excellence, including quality of finance and administration as well as customer service delivery and scientific rigor; and
- Cultivating enduring relationships with funders, partners, and landowners.

#### *Operations Management*

NNRG is a 501(c)3 nonprofit with an entrepreneurial culture that demands flexibility, innovation, and commitment. The position requires attention to detail and the ability to organize among multiple priorities. The Executive Director is responsible for:

- Staff empowerment, providing support, mentorship, and accountability;

- Budget management, including the ability to manage and mitigate across variable revenue streams; and
- Brand elevation, increasing NNRG's presence and name recognition by being a credible and compelling advocate for the organization and its members.

### **Desired Qualifications**

The ideal candidate will be a persuasive writer, communicator and a good listener. S/he will be an entrepreneurial, innovative, and proactive problem-solver, with the ambition required to identify and seize opportunities as they arise. S/he will have the humility to lead (and follow) and wear many hats while leading a small, nimble, hardworking staff. Outstanding financial acumen and discipline are a must. A sense of humor and an innate appreciation for systems and science are essential.

Specifically, applicants should demonstrate the following qualifications:

- Senior management experience, including program leadership and personnel management;
- Experience in developing budgets, and managing financial and staff resources to achieve organization goals;
- Ability to build and sustain business models involving complex consulting structures;
- Proven track record of successfully acquiring grant funding through strategic, collaborative proposals;
- Experience with nonprofit leadership, including board development, governance, and financial oversight; and
- Master's degree or equivalent experience in forestry, environmental management, forest products, or related field. Candidates who also have a background in nonprofit administration or business management will be given serious consideration.

### **Compensation, Benefits, and Requirements**

This is a permanent, full-time, salaried position. Compensation is competitive based on experience. Benefits include a flexible work schedule, retirement program and a generous vacation allowance. This position is based out of NNRG's office, which is currently in downtown Seattle.

The Executive Director position requires extensive computer work, as well as time in the field. Candidates must be able to drive, carry heavy loads up to 25 pounds, and be comfortable in outdoor environments. At times, evening and weekend hours will be required, as well as some overnight travel.

NNRG is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, age, disability, or genetics. In addition to federal law requirements, NNRG complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has operations.

### **To Apply**

Please email your resume and brief letter of interest to [jobs@nnrg.org](mailto:jobs@nnrg.org) with "Executive Director" in the subject line of the email. Applications will be accepted until the position is filled.

*Thank you for your interest in restoring forest ecosystems and local economies!*