



Executive Director

About Futurewise

Futurewise is the only statewide environmental non-profit in Washington dedicated to ensuring that state and local governments manage population growth responsibly. Founded in 1990, Futurewise (formerly 1000 Friends of Washington) has established an impressive track record in growth management issues as the state's primary advocate for smart growth policies.

The goal of Futurewise is to protect the future of Washington for all of its citizens by ensuring that growth happens in a way that is beneficial to everyone. Futurewise is working on several ambitious efforts to ensure that Washington and its communities are making sound decisions to address growth and development in a proactive, equitable manner. A sample of the current work program includes the following:

- **Increasing Community and Resource Protections.** Futurewise is working to ensure that communities across the state permanently protect working farms and forests, and work to ensure healthy rivers, lakes wetlands and shorelines.
- **Creating Livable, Equitable Communities.** Futurewise encourages communities in Washington to embrace the "best practices" of livable, equitable communities, and to advance land-use policies that create affordable housing, prevent displacement, and take advantage of transit-oriented development opportunities.
- **Strengthening the State's Role in promoting sustainable growth.** Futurewise works at the state-level to advance and shape legislation that supports affordable housing options, promotes equitable and sustainable transportation options, and protects and strengthens growth management and environmental protection laws.

The Position

The Executive Director is responsible for the overall direction and management of Futurewise to achieve its mission, vision, and strategic goals. As the leader of a growing organization, she/he facilitates the usage of resources around the strategic initiatives of the organization. She/He will manage a team of 10 skilled and experienced professionals and provide leadership to a seasoned and knowledgeable Board of Directors, while maintaining and growing an \$950,000 annual budget.

Key to the success of Futurewise is building partnerships with other organizations and collaborating with communities and political bodies. The Executive Director will build and enhance relationships with community leaders, elected officials, environmental coalitions, businesses, and other decision makers throughout the state and region. In addition, she/he will work with advocate organizations throughout the state, drawing on their strengths and energy to expand protection of natural resources and farms while building sustainable communities.

In addition, the next Executive Director will be required to work in a sensitive space with regards to equity, race and social justice issues. She/He and must be willing and open to exploring how traditionally white-led environmental organizations can partner in an effective and authentic way with communities of color and equity-based organizations.

The Executive Director will take the lead in generating new resources to enhance the capacity of the organization to further its reach and capabilities. She/he will lead the creation and implementation of a fund development plan, securing gifts from existing donors and building connections to new

prospects. As a large portion of the budget is funded by foundation grants, the Executive Director will maintain strong relationships with existing and potential funder organizations. She/he will work with the Board to enhance sources of funding and provide support around Board development.

The Executive Director must work to develop effective community outreach tactics to manage the reputation, visibility, and messaging of the organization. As the organization takes strong stances on issues around urban development, global warming, and farmland protection, the Executive Director must work with the media to ensure Futurewise's message is communicated appropriately to the largest audience possible.

Ideal Candidate Profile

The Executive Director must have a genuine interest in land use and growth management issues and be interested in becoming a strong advocate and informed leader for Futurewise and its programs. She/He will need to demonstrate leadership both internally with staff and externally, as the Executive Director serves as the public face of the organization in the media, at speaking engagements, and to funders.

The ideal candidate will have a successful track record of collaborating with diverse partnerships with differing perspectives, and be able to unite individuals to work collaboratively toward a shared vision and goal. She/He must bring a balance of vision and big-picture thinking with pragmatic approaches in order to execute tactical plans. Although we seek candidates who will contribute on a strategic level to Futurewise's vision and mission, the Executive Director must be comfortable in a dynamic, constantly evolving work environment which demands flexibility to be both a proactive leader and an active, hands-on participant to get the job done.

Critical to the Executive Director's success will be an understanding of the political process, and the ability to exercise sound political judgment to achieve results. Candidates must be comfortable navigating through a myriad of audiences, including elected officials, community members and advocates, corporations, media, and political entities. As such, the selected candidate will have highly developed communication and public speaking skills.

The Executive Director must have a track record of accomplishment in prior positions of building and effectively using relationships and alliances to enhance the visibility and further the success of the organization. As conflict is inherent in the work of Futurewise, it is critical that the Executive Director be willing to face conflict, take a strong stance, and hold firm on the organization's position.

The Executive Director must be adept at fundraising, and be willing to lead the staff and the Board in development and execution of a fundraising plan. An acute understanding and background in setting goals and objectives around a fund development plan for staff and the Board of Directors is essential. The organization is facing a sea-change in the funding environment – the organization's membership is aging, and traditional funding sources are trending out of alignment with the organization's mission. The next Executive Director must address these two issues, and develop a stable mix of unrestricted and restricted funding sources.

Demonstrated skills in developing and implementing strategies to foster organizational effectiveness are necessary, including a strong comprehension of operations and knowledge of effective communications, social marketing and public relations techniques. Messaging the work of the organization in an inspiring and effective manner will be a key element of the fundraising plan and the building of organizational capacity over the next strategic planning period.

The successful candidate will possess a balance of assertiveness and diplomacy as well as strong interpersonal, organizational, and supervisory skills. We seek an Executive Director who looks for

opportunities to evaluate current practices and processes with a willingness to make continuous improvements to help the organization move forward – an intentional effort that is funded for the next 3 years by an organizational capacity grant from Social Venture Partners. In addition, solid financial and budgeting skills are required as well as experience in assessing and defining staffing models and roles to successfully carry out the work of Futurewise. She/He must be both accessible and approachable in delivery information and consultation to the Board of Directors, staff, volunteers, and others.

Minimum Qualifications

The ideal candidate will have the following qualifications:

- Education and training in urban or community and regional planning, or related field;
- Seven more years of professional experience working as an effective leader and manager of in the non-profit or government sectors;
- Passion for urban and rural land-use issues and environmental protection; and,
- Exceptional written and verbal communication skills.

Project Location, Salary and Benefits

This position is based in Seattle, WA. Salary is commensurate with experience. Benefits include paid medical for the employee, dental and vision, paid leave, retirement, and subsidized regional transit pass.

How to Apply

Position is open until filled; first consideration will be given to applications received by February 20, 2016. Interested candidates should send a cover letter, resume, and at least three references in PDF format to jobs@futurewise.org. Please make the subject of your email “(Last Name) – FW Executive Director” and address the cover letter to Hiring Manager. Please label any submitted materials, including the cover letter, resume, and references with your last name. ***NO PHONE CALLS PLEASE.***

Futurewise is an Equal Opportunity Employer that values diversity in all areas of its operations. We are committed to equal opportunity in employment and promotion for all qualified persons without regard to race, color, age, religion, sex, marital status, sexual orientation, gender identity, national origin, citizenship, military or veteran status, the presence of any sensory, mental or physical disability, pregnancy and childbirth, family responsibilities, or any other basis protected by applicable laws, regulations, or guidelines relating to discrimination in employment.