

## **Job announcement: Puget Soundkeeper Alliance**

**LOCATION: SEATTLE/PUGET SOUND**

**POSITION: EXECUTIVE DIRECTOR**

**COMPENSATION: \$110-\$120k**

Puget Soundkeeper Alliance is hiring a new Executive Director (ED). We seek a consensus builder and strategist capable of engaging regional advocates, policymakers, and residents in meeting the challenges of recovering Puget Sound and redressing decades of environmental injustice. Applicants must have both leadership and managerial abilities to inspire a talented and dedicated staff of 10 and a committed Board of Directors.

**Please note: Data shows that women and BIPOC candidates often hesitate to apply for a job because they may not meet all the qualifications listed. Our job descriptions are general overviews, not a mandatory comprehensive list. If you feel passionate about our efforts and believe that you have the skills to contribute to the growth of our organization, we want to hear from you!**

**Core competencies** include:

- Leadership: both internally and externally, in pursuit of mission; experience in or tailorable to nonprofit, and for small/ medium size team
- Management: a listener, strong coach and a mentor who models and maintains cooperative workflow, with practice in an empowered staff model and fostering professional growth
- Experience working in or supporting and demonstrated commitment to prioritizing historically marginalized communities
- Experience in an administrative or project managerial role in a nonprofit with an environmental, economic or social change agenda
- Non-profit fundraising (as a volunteer, board member or staff)
- Communications: clarity in internal and external communicating, including engaging the media, public speaking or writing about social or environmental issues
- Professional experience in environmental science, a legal discipline, community organizing, political campaigning or other disciplines relevant to the role

**Desired qualifications:**

- Lived or work experience achieving a sustained culture shift to a more equitable and inclusive workplace
- Strategic vision for addressing complex challenges
- Experience or skills in public advocacy

As the designated “Soundkeeper”, the PSK ED will have the opportunity to interface with other Waterkeeper organizations across the State, country and around the world to learn from their experiences and join strategic regional and national initiatives and campaigns.

The Executive Director salary range is \$110,000 - \$120,000 depending on qualifications and experience. The position also provides full health care and other benefits.

**About Puget Soundkeeper.** Soundkeeper's mission is to protect and enhance the waters of Puget Sound for the health and restoration of our aquatic ecosystems and the communities that depend on them. For 35 years Soundkeeper has been a leader in the fight to restore and protect Puget Sound. The organization launched the sixth licensed Waterkeeper in the nation, a network that has grown to over 340 licensed members world-wide. Soundkeeper has taken on formidable opponents and actions that endanger the ecosystem on which the region's iconic salmon and orcas, as well as economic prosperity, depend. As the Seattle area population grows, and with national pollution prevention regulation weakened, strong advocacy has become even more critical to saving Puget Sound from key water pollution sources. Soundkeeper patrols and monitors the Sound. When Soundkeeper uncovers illegal and harmful practices, the organization files lawsuits on behalf of its members, against permit violators. Soundkeeper demands action from regulatory agencies to address infractions and advocates for more protective water quality standards at the State and national levels. Soundkeeper fosters collaboration and stewardship of the Sound by hosting clean-ups and promoting best business practices.

Puget Soundkeeper's small, but highly effective team has taken on numerous significant battles. 20 years ago, Soundkeeper became the first environmental organization to focus on stormwater pollution, which is now recognized as the major conduit for toxic pollution. In the past decade, in concert with regional partners, Soundkeeper has prevailed against two national giants— The Boeing Company and BNSF Railway - forcing the corporations to address historic and ongoing pollution of Puget Sound.

In 2020, Puget Soundkeeper staff facilitated over 50 volunteer cleanups that removed 10,000 pounds of marine debris. Successful litigation against stormwater permit violators succeeded in treating and diverting many tons of toxic chemicals. As part of legal settlement agreements, \$1.3 million dollars in "mitigation of damages" were awarded to local projects in communities most affected by the permit violations. In one of our newest initiatives Soundkeeper provides paid training and mentors historically marginalized youth leaders who have an interest in pursuing future careers in water quality. As part of that engagement, our youth leaders have been monitoring, cleaning up, and restoring a small creek in Green-Duwamish Watershed that has been contaminated by decades of unmitigated industrial development and toxic runoff.

Puget Soundkeeper's current budget is \$1.2 million. The organization is supported through the generosity of individuals, private foundations, government contracts, and corporate sponsorships.

**How to apply. *Please submit your resume and a one-page letter of interest to: resumes@pugetsoundkeeper.org. Candidate materials are reviewed on an on-going basis. The position will remain open until filled with a priority deadline of March 26, 2021.***

If you have any questions about the position or process, please submit these to [resumes@pugetsoundkeeper.org](mailto:resumes@pugetsoundkeeper.org).