



The Intertwine Alliance Seeks Co-Director

Our Mission:

To inspire a coalition working to preserve and nurture a healthy regional system of parks, trails and natural areas.

Apply by June 8, 2022 (See below for details)

The Opportunity

The Intertwine Alliance seeks a strategic and collaborative co-director who is passionate about advocating for investments in nature and ensuring equitable access to nature throughout the Portland-Vancouver metropolitan region. Our incoming co-director will be someone who loves to develop partnerships, to think strategically, to synthesize multiple stakeholder priorities across a complex landscape, to collaborate with a diverse set of organizations and people, and who can move agilely between managing the high-level vision and the day-to-day details. Director-level experience is NOT required! Salary is \$68,000, plus benefits. The position is full-time.

About The Intertwine Alliance

The Intertwine Alliance is a coalition of about 80 nonprofit, public and private sector partners working to ensure access to nature for all communities across the Portland-Vancouver metro region. To achieve this vision, we:

- **Advocate:** We raise awareness and engage communities, organizations and elected officials in local, regional and state efforts to fund, preserve and nurture an equitable regional system of intertwined parks, trails and natural areas.
- **Convene:** Our annual Intertwine Summit, for example, draws more than 200 leaders from many sectors to exchange ideas, build community and foster collaboration. Much of our work is intergovernmental, or bridges government agencies and nonprofits/community advocates.
- **Build Capacity:** Our Equity Cohorts, for example, support Alliance partners in building capacity to embed diversity, equity, inclusion, and justice within their work and our collective work as a coalition.

The Intertwine Alliance is a 501(c)(3) public benefit nonprofit organization, with an annual budget of approximately \$295,000 and a staff of two co-directors (2 FTE).

What it means to be a Co-Director of the Alliance

The Intertwine Alliance staff comprises two co-directors who serve as the conveners, managers and synthesizers of the regional coalition. The organization adopted a shared leadership model in 2021, to prioritize relationship, transparency, accountability, diversity of thought, and

collaboration. To achieve these benefits, Intertwine Alliance co-directors share equally the high-level thinking and strategy development for all areas of the organization.

Together, co-directors weave together partners' on-the-ground priorities and needs to identify and understand regional gaps and priorities. They channel the power of a coalition to address those needs through capacity building, advocacy, policy, and collaborative initiatives.

In operation, co-directors serve as leads in different areas of expertise, making them the point of contact in specific areas for the board, partners and the public. Being lead entails establishing timelines, milestones and being responsible for all associated deliverables. As part of a small team, you are responsible for all levels of the organization from visioning to administrative tasks. Diversity, equity, inclusion and justice (DEIJ) values and lenses are embedded in *all* areas of work, as a responsibility of both co-directors.

Co-Director Priorities

This profile highlights the shared roles of leadership, as well as the specific lead areas for the co-director we are seeking.

- **Coalition management:** Lead Alliance strategy with co-director, board of directors, council of public advisors, and partners. Build relationships and nurture the engagement of current and prospective partners and political leaders. Bring a mindset and skill set of collaboration, innovation and accountability.
- **Advancing Equity:** Work with communities of color, low-income communities and conservation partners to advance a shared vision for equitable access to nature and generate just investments. Work with The Intertwine Alliance board and co-director to create a multicultural, inclusive, safe and welcoming workplace and coalition.
- **Financial Management:** This co-director serves as lead on fiscal oversight, including budgeting, forecasting, reporting, cash-flow management and managing the board finance committee.
- **Strengthening Financial Sustainability/Grant Management:** In cooperation with the board of directors and co-director, raise resources necessary to support, implement and sustain The Intertwine Alliance's mission and growth. This co-director's primary fundraising focus will be on developing and managing grants.
- **Equity & Inclusion Cohort Program:** Lead and manage the program to serve as a DEIJ capacity building resource to create a more inclusive regional environmental movement.
- **Regional Conservation Strategy:** Advance equitable implementation in collaboration with partners.
- **Intertwine Summit:** Manage and facilitate the annual Intertwine Summit planning committee of about 15 partners to develop the theme and content. Co-directors will share lead for logistical planning of the annual Intertwine Summit.
- **Policy & Strategy:** Help drive the vision for what we prioritize in our policy efforts. Complete all work with a lense for the policy opportunities and impacts.

Co-Director Profile

Required Capabilities

- **Collaboration:** Ability and interest to work as a leadership team with a co-director
- **Strategic Thinker:** Ability to weave together partner priorities into regional opportunities that fill a need. Can move between big-picture vision and details, as co-directors are the only staff and do it all.
- **Relationship Building:** A track record of building relationships and developing trust across a variety of stakeholder groups including nonprofits representing communities of color, low-income communities, environmental justice groups, government and corporate partners.
- **Diversity, Equity, Inclusion and Justice:** Strong equity lens and intersectional analysis; understand the impact of systems of power, privilege and oppression. Able to operationalize DEIJ within practices, policies, structures and initiatives.
- **Financial Management:** Ability or experience in fiscal and budget management of nonprofit organizations, or related experience.
- **Facilitation:** Ability to plan and lead group processes. Understand power dynamics and have the ability to center diverse and marginalized voices.

Preferred Capabilities

- Experience interacting with communities of color and low-income communities and understanding their lived experience and concerns
- Experience working with coalitions, networks, or other multi-stakeholder collaboratives
- Understanding of the intersectionality between housing, transportation, environmental justice
- Experience working in the environmental sector and/or environmental justice spaces
- Connections with current and potential Intertwine Alliance partners throughout the metropolitan region, including organizations representing communities of color, low-income communities, nonprofits and local governments
- Experience working with elected officials and/or on issue campaigns
- Ability to inspire and develop policy and program innovation on a regional scale
- Knowledge of nonprofit board development and engagement
- Ability to see creative and innovative opportunities in grants

Compensation and Work Environment

- **Salary and benefits:** Salary is \$68,000 for this full-time (40 hours per week), exempt position. Benefits include health and dental insurance stipend, IRA contribution (3% of wages), 8 hours PTO accrued monthly, 10 paid holidays annually, and 10 days of sick leave annually.
- **Reports to:** Board President on behalf of the Board of Directors
- **Accountable to:** Co-Director and coalition partners

- **Telecommuting:** The co-director will work remotely, with meeting rooms available at The Nature Conservancy (inner SE Portland). A work-from-home stipend of \$1,000 is provided annually.
- **Transportation:** As COVID-19 restrictions ease, the position requires some travel to events around the four-county metropolitan region (Multnomah, Washington, Clackamas and Clark counties). Access to a Car2Go account, a transit pass, and/or personal vehicle mileage used for traveling for work will be provided.

How To Apply: Submit the Following by June 8, 2022

1) A cover letter that reflects why you would like to become a co-director of The Intertwine Alliance and how your experiences, professionally or personally, position you to advance the work of our nature coalition. Please include your experience with diversity, equity inclusion, and justice, including how you have applied DEIJ within a program, organization, or network.

2) A resume and two references

Send via email as a PDF to Board President, Owen Wozniak:

owozniak@ita.org /Subject Line: Intertwine Alliance Co-Director Search

All inquiries will be handled confidentially. Please use this email to request accessibility accommodations.

To learn more about us visit: theintertwine.org

The Intertwine Alliance is committed to the strength that a diverse and inclusive organization can bring to our work and coalition. People of color, people with disabilities, veterans and LGBTQIA+ candidates are strongly encouraged to apply. We understand that women, people of color, and persons from historically marginalized communities are less likely to apply for jobs unless they believe they meet every qualification. We are interested in finding the best candidate for the job, and are open to many combinations of personal and professional experience. If the mission and work interest you, we encourage you to think broadly about how your background could support you in the role.