



The Intertwine Alliance Seeks Executive Director

Apply by June 1, 2020 (See p. 2 for details)

Our Mission:

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

The Opportunity

The Intertwine Alliance (TIA) seeks a strategic and collaborative Executive Director who is passionate about ensuring equitable access to nature. Our incoming Executive Director will have a track record of success engaging diverse groups around a common vision and developing resources and partnerships. Salary is \$75,000 to \$115,000 depending on experience, plus benefits. Position is fulltime.

About The Intertwine Alliance

TIA is a coalition of 150 nonprofit, public and private sector partners working to ensure access to nature for all communities across the Portland-Vancouver region. To achieve this vision, we:

- **Advocate:** We raise awareness and engage communities in local and regional efforts to fund, preserve and nurture a regional system of intertwined parks, trails and natural areas. A recent success: voter approval of Measure 26-203, which will provide \$475 million to protect water quality, wildlife habitat, and equitable access to nature.
- **Convene:** Our annual Intertwine Summit draws more than 200 leaders from many sectors to exchange ideas, build community and foster collaboration.
- **Build Capacity:** Our Equity Cohorts support TIA partners in building capacity to embed diversity, equity and inclusion within their work and our collective work as a coalition.

TIA is a 501(c)(3) public benefit nonprofit organization, with an annual budget of approximately \$360,000 and three employees (2.5 FTE) in addition to the Executive Director.

Priorities

TIA's incoming Executive Director will lead a talented and mission-driven staff, report to a dedicated Board of Directors, and foster collaboration with our coalition partners. Priorities include:

- **Implementing our “big three goals” to ensure access to nature for all communities:** Lead implementation of TIA's strategic plan with network partners, communities of color and low-income communities. Build relationships and nurture the engagement of current and prospective partners and political leaders. Bring a mindset and a skillset of collaboration, innovation and accountability.
- **Advancing equity:** Externally: Working with communities of color, low income communities and conservation partners, advance a shared vision for regional conservation, generate equitable investments, and achieve equitable outcomes. Internally: Refine TIA's equity lens and strategy with the Board and staff, including concrete actions and accountability.
- **Strengthening financial sustainability:** In cooperation with the Board's Development Committee, create and implement a resource development plan with specific targets and a broadened mix of funding strategies, which may include corporate sponsorships, individual giving, grants and contracts; update dues structure.
- **Supporting the internal team.** Support the Board's ongoing development and operation. Work to improve staff compensation, create a culture of appreciation, and promote staff wellbeing in a context of telecommuting and dispersed locations for meetings and gatherings.

Executive Director Profile

Required Capabilities

- **Relationship Building:** A track record of building relationships and developing trust across a variety of stakeholder groups such as communities of color, low income communities, nonprofits, and government and corporate partners.
- **Resource Development:** Proven ability to develop resources from diverse sources such as corporate partnerships, individual gifts, contracts, grants and earned income.
- **Diversity, Equity and Inclusion:** Strong equity lens and intersectional analysis; understands the impact of systems of power, privilege and oppression. Able to operationalize DEI within practices, policies, structures and initiatives.
- **Political Acumen:** Experience and/or ability to effectively navigate power relationships with influencers, particularly in the public policy arena. Ability to find common ground and develop win-win opportunities with diverse partners and stakeholders.
- **Communications:** A compelling communicator skilled in one-on-one communication, group facilitation, writing, and presenting to large and small groups. Excellent listening skills. Familiar with digital meeting tools (e.g., Zoom) or willing to learn.
- **Management:** A collaborative and strategic team leader with a demonstrated ability to engage partners and execute strategy—from visioning to implementation details. Conversant with organizational systems including budgets, databases, policies and procedures. Able to delegate.

Preferred Capabilities

- Experience with networks, coalitions or other multi-stakeholder collaboratives
- Connections with current and potential Intertwine partners throughout the metropolitan region, including communities color, low income communities, nonprofits and local governments
- Some knowledge of parks, trails and natural resources management policies and issues
- Experience leading issue campaigns

Desired Qualities: Passion for the outdoors, empathetic, compassionate, adaptable, systems thinker,

Compensation and Work Environment

- **Salary and benefits:** Salary is \$75,000 - \$115,000 depending on qualifications for this fulltime, exempt position. Benefits include health and dental insurance, IRA contribution (3% of wages), 8 hours PTO accrued monthly, 10 paid holidays annually, and 10 days of sick leave annually.
- **Telecommuting:** The Executive Director will work remotely with meeting rooms available at The Nature Conservancy (SE Portland).
- **Transportation:** The position requires some travel to events around the 4-county metropolitan region.

How To Apply: Submit the Following by June 1, 2020

- 1) A cover letter that reflects how your experience qualifies you to become the Executive Director of The Intertwine Alliance.
- 2) A statement (up to 350 words) of your experience with diversity, equity, and inclusion, including how you have applied DEI within a program, organization, or network, and
- 3) A complete chronological resume.

Send via email as a PDF to Executive Search Consultant, Paula Manley:

TIAexecutivedirector@paulamanley.com / Subject Line: TIA Executive Search

All inquiries will be handled confidentially. Please use this email to request an accommodation.

To learn more about us and see a complete job description: theintertwine.org

The Intertwine Alliance is committed to a diverse and inclusive workplace. People of color, people with disabilities, veterans and LGBTQ candidates are strongly encouraged to apply.