



## JOB ANNOUNCEMENT

The Intertwine Alliance

Position Title: Executive Director

Compensation: \$85,000 - \$120,000 depending on qualifications

Status: Full-time (40 hours per week)

Reports to: Board of Directors

Benefits: 8 hours PTO accrued monthly, 10 paid holidays, 10 days sick leave, and a health insurance stipend (organization is working toward health insurance for full-time staff)

First round of resumes will be reviewed July 31, 2018

### **The Intertwine Alliance**

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The Intertwine Alliance (TIA) is a coalition of 150+ public, private and nonprofit organizations working to integrate nature more deeply into the Portland-Vancouver metropolitan region. We believe that our region thrives when interconnected public and private natural areas provide a system of green infrastructure and healthy connections to nature in every neighborhood. To achieve this vision, we advocate for and engage people in local and regional efforts to fund, preserve and nurture a regional system of intertwined parks, trails, natural areas, healthy watersheds and working lands.

On the heels of our founder's transition, we are seeking an Executive Director to lead us in our next phase of growth and development. If you live life outside, believe that natural places should be accessible to all, have the unique ability to unite groups in a common vision, and have experience advocating for policy advancement, you may be the person we're looking for.

All of our work is grounded in our values. Because we recognize the abiding power of position and privilege, often wrapped in the mantle of unconscious bias, we welcome and encourage diversity, view all of our work through an equity lens, and practice and promote inclusion. We are committed to the values of respect for, and collaboration with, all of our community partners.

Learn more about The Alliance at [theintertwine.org](http://theintertwine.org)

### **Areas of Responsibility**

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Reporting to the Board of Directors, the Executive Director will have overall strategic and operational responsibility for advancing the mission, vision and values of The Intertwine Alliance. We seek a thoughtful leader who will support team growth and development, create financial stability, and foster a work environment where staff can thrive. The successful candidate will build and nurture collaborative strategic partnerships with public, private and nonprofit partners. The candidate will position TIA to play a proactive role around advocacy and community engagement, as well as support policy development efforts.

## **Management and Administration**

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- Using best practices, manage, support, sustain and inspire staff to reach individual and organizational goals
- Fiscal oversight including budgeting, forecasting, reporting and cash-flow management
- Human resources oversight
- Coordinate with payroll and accounting services

## **Advocacy and Partnership**

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- Convene nonprofit organizations, community stakeholders, the private sector, and public agencies to develop shared goals, identify funding opportunities, and deliver outcomes on the ground
- Mobilize a network of organizations, businesses, and individuals that can be called upon to support investment opportunities
- Advocate on behalf of partners and our shared strategy, track progress, and celebrate successes
- Research and advance policies to inform shared advocacy positions on such topics as equitable investment, conservation and biodiversity, funding for operations and stewardship, transportation funding for trails, etc.
- Connect elected officials and business leaders to our powerful shared vision and the collective benefit of working together to implement the vision

## **Fundraising and Communications**

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- Ability to raise resources necessary to support, implement and sustain TIA's mission and growth
- Continue to develop the value proposition, clarifying and highlighting measures of success to attract new partners and inspire their support
- Provide public education on what our vision will achieve

## **Board Partnership**

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- Lead board member engagement with the advancement of TIA's mission, vision and values
- Support the board as they operationalize their stated Diversity, Equity, and Inclusion values
- Engage board members in fundraising strategy and execution
- Lead and/or support staff and board committee strategic planning, identifying clear outcomes for the work of those committees
- Facilitate board growth and development, including the onboarding of new board and committee members
- Provide ongoing board training to empower members to support the organization's diverse agenda, operations and goals
- Work with the board to develop a focused and concise annual work plan that allows the organization and its staff to accomplish a few priorities very well

## **Organizational Leadership**

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- Demonstrate a passion for TIA's mission, vision and values
- Champion and continue to operationalize the Diversity, Equity, and Inclusion work of the board and staff
- Be the face of the organization in a variety of settings
- Serve on local, state and national committees in line with TIA's values and agenda
- Inspire staff and board to work at their highest level and help hold them accountable
- Instill a culture of professionalism, inclusion, collegiality and innovation

## Skills & Abilities

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- Demonstrated strategic thinker who can translate TIA's theory of change into powerful and effective action
- Fluid written and verbal communication skills, including knowledge of strategic communication strategies
- Understanding of systems of oppression and privilege and how they relate to land use, access and community health, particularly in non-dominant culture communities
- A commitment to building collaborative relationships between mainstream, dominant culture nonprofit organizations and organizations whose primary focus is bringing diversity, equity and inclusion into the regional parks, trails and natural areas sphere.
- Problem solver who approaches challenges with positivity and commitment to finding win-wins
- Politically savvy, able to create and advance political campaigns, especially related to conservation
- Experience with or ability to lead coalitions
- Experience with or ability to engage elected officials in a collective vision
- Knowledge of nonprofit board development and engagement
- Strong record of fiscal and budget management of nonprofit organizations
- Ability to inspire and develop policy and program innovation on a regional scale
- Outcome-driven and able to manage adaptively as organizations and external drivers shift

## Transportation Information

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This position will require attendance at off-site meetings. The applicant must have the ability to get around town and possibly into other parts of the four-county (Multnomah, Washington, Clackamas and Clark) region on their own. We value active transportation and public transportation, and can provide access to a Car2Go account and/or a transit pass for certain situations.

## Equal Opportunity

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People of color, people with disabilities, veterans and LGBTQ candidates are strongly encouraged to apply. The Intertwine Alliance is committed to a diverse workplace, and to supporting our staff with ongoing career development opportunities. The Intertwine Alliance is an equal opportunity employer and does not discriminate in its employment decisions.

The Intertwine Alliance provides reasonable accommodations to applicants and employees as required by law. Applicants with disabilities may request a reasonable accommodation at any point in the employment process.

Please email a chronological resume and a cover letter highlighting how your experience has prepared you for this position to [lara@rosecityphilanthropy.com](mailto:lara@rosecityphilanthropy.com). Thank you for your time and consideration!



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