



## Recruitment Announcement

**Position Title:** Managing Director

The Regional Fisheries Coalition (RFC), is seeking a part-time executive to implement board approved goals and objectives. The managing director will represent Coalition members and report to the board. This position will assist the RFC board to develop, plan, coordinate, and implement strategic initiatives and measures designed to maintain the ability of the individual RFEGs to complete their collective mission to restore salmonid resources throughout Washington State.

**About the Regional Fisheries Coalition:**

The Regional Fisheries Coalition, a 501(c)6 nonprofit, was created in 2003 as a means to serve the collective and shared interests of 14 Regional Fisheries Enhancement Groups (RFEGs). Membership is open to each of the RFEGs and established through payment of dues. Coalition members have one seat on the board of directors and one non-voting, alternate seat. The work of the Coalition focuses on sustainable funding for all RFEGs, promotion of the work of the RFEG program, training and support for members, board, and staff, and maintenance of strong partnerships inside the Coalition and with state and federal agencies.

**About Regional Fisheries Enhancement Groups:**

In 1990, the Washington State Legislature created the Regional Fisheries Enhancement Group program to involve local communities, citizen volunteers, and landowners in the state's salmon recovery efforts. Each of the 14 RFEGs are independent, community-based 501(c)3 nonprofit organizations with missions to restore sustainable salmon runs through on-the-ground stream restoration efforts as well as educating and involving the public in community-based salmon recovery activities. Each RFEG has representation on the RFC board of directors.

**Position Description:**

The Managing Director is responsible for development, implementation, coordination, and management of all legislative, administrative, financial, planning, and communications activities of the RFC. This position will work with, and be accountable to, the RFC board. Legislative work will be supported by a contract lobbyist. This position requires significant individual discipline, patience, perseverance and self-motivation to lead board strategic planning and advance major initiatives. A more detailed job description is available on the [regionalfisheriescoalition.org](http://regionalfisheriescoalition.org) website.

The Managing Director is a 20-30 hr/week position and is expected to have flexible work hours to meet schedules and project deadlines.

The position may be “home-based” or an individual RFEG may be able to provide office space. The Managing Director will be required to be in Olympia regularly during the legislative session. This position also requires some state travel to attend RFC meetings, natural resource board, commission, and stakeholder meetings, and interact with state agency personnel and legislators.

**Qualifications:**

- Bachelor’s degree required. Master’s preferred.
- Experience working with legislators and state agencies and strong working knowledge of state and federal level legislative processes.
- Superb communication, negotiation, and conflict resolution skills.
- Experience with governmental and nonprofit organizations, especially those in the environmental conservation arena.
- Ability to facilitate effective meetings and lead fruitful discussions taking diverse viewpoints and desired outcomes and cultivating them into a shared vision and work plan that gains consensus support.
- Ability to track complex issues and information.
- Ability to establish working relationships with diverse individuals and organizations including with difficult people.
- Ability to prioritize work tasks and make progress toward deadlines even when priorities shift or multiple, high-priority tasks need attention simultaneously.
- Excellent written communication skills, including ability to write reports, marketing materials, and professional letters. Familiarity with online and print media.
- Self-directed and self-motivated with a high level of integrity.

**Compensation:** \$25-\$30/hour, depending on qualifications, skills, and competencies, plus benefits. 20 hours/week guaranteed with up to 30 hours/week depending on budget and workload.

**Application Materials Required:**

1. Submit detailed resume and cover letter directly addressing your ability to carry out the work outlined in the job announcement.
  
2. 150-word limit response to each of these supplemental questions. Please describe your experience with:
  - a) Building consensus among divergent groups to bring about effective cooperation towards a common goal.
  - b) A specific project where you built and maintained a positive relationship with a state and/or federal agency.
  - c) Managing and supporting a board, stakeholder group, and/or committee with a diverse membership.
  - d) Meeting facilitation with a focus on your style of facilitation. Please give a brief specific example outlining how you effectively facilitated a group through a contentious meeting.

The position is open until filled. We'll begin reviewing applications on July 23rd. If submitting after July 23rd, please check our website at [regionalfisheriescoalition.org](http://regionalfisheriescoalition.org) to see if the position is still open. Incomplete or improperly submitted applications may not be considered.

Send application materials as a single document, preferably .pdf, by e-mail to: [antonia@midsoundfisheries.org](mailto:antonia@midsoundfisheries.org).