PUBLIC FORESTLANDS PROGRAM DIRECTOR

RECRUITMENT ANNOUNCEMENT

June 5 - 26, 2024
Sustainable Northwest forges natural resource solutions that benefit nature, people, and local economies. We partner with Tribal and rural communities throughout the Northwest on projects that promote smart water use, clean energy, and healthy forests, farms, and ranches.

Our solutions are as unique as the problems we solve and include entrepreneurship, policy, market innovations, public or private investment, collaboration, and technical assistance – but the ultimate success of our work is based on relationships, trust, and inclusion.

Sustainable Northwest was founded in 1994 to forge collaborative solutions for conserving forest and community health. Today, our challenges have multiplied with climate change, catastrophic wildfires, and persistent drought plaguing our region. Yet we remain optimistic that nature, people, and local economies can thrive together.
OUR PROGRAMS

REGENERATIVE RANCHING
We believe healthy food can and should be produced in harmony with nature. Our regenerative ranching program is the largest in the West, with 120 ranchers on 7 million acres in 13 Western states. We are helping ranchers adopt climate-resilient practices, and measuring progress along the way.

CLEAN ENERGY
We believe everyone deserves affordable, clean energy produced locally. Our clean energy program partners with rural and Indigenous communities transitioning to clean energy. For example, we launched the nation's first e-tractor program for farmers and ranchers to accelerate the adoption of electric farm equipment.

WATER
Our water program focuses on balancing water use among nature, people, and local economies. Our most recent accomplishment is helping amplify Tribal voices to successfully push for removal of four outdated hydropower dams on the Klamath River.

GREEN MARKETS
We believe we can improve forest and community health by constructing new homes and buildings with sustainable materials. Our green markets team partners with rural, Indigenous, and urban communities to source the wood needed for new homes and buildings from forestry projects that improve forest and climate health while supporting rural communities and economies. Our most recent accomplishment is sourcing wood for the Portland International Airport's new main terminal from 13 different family and Tribal forests in the Northwest.

FOREST
We believe healthy, resilient forests support thriving communities. That’s why we partner with rural and Indigenous communities to develop locally-led solutions that advance forest health and resilience. For example, we are helping landowners affected by the 2020 Labor Day Fires reforest using climate-resilient practices.

www.sustainablenorthwest.org
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Sustainable Northwest is currently recruiting a Public Forest Program Director to manage a team of 3-4 staff, interns, and contractors working to restore forest and resilience throughout Oregon and Washington. This position will report to the Vice President of Programs at Sustainable Northwest and lead us toward our vision of climate-resilient forests for nature, people, and local economies.

With exciting projects in Central Washington and South Central Oregon, and on public forests throughout the region, Sustainable Northwest is poised to take meaningful action to reduce the risk of catastrophic wildfires in the Pacific Northwest. We develop and implement strategies to promote nature-based solutions that honor Tribal and Treaty rights, support local economies dependent on wood products, and improve watershed health for fish, wildlife, and people.

We envision resilient forests in the Pacific Northwest that provide critical ecological services and forest products while supporting rural and Tribal communities and economies.
POSITION DETAILS

LOCATION: Portland
REPORTS TO: Vice President of Programs
EMPLOYMENT STATUS: Full-Time Exempt, 35-hour work week
SALARY: $95,000-$112,000

BENEFITS:
Sustainable Northwest offers a generous benefits package supporting employee wellness and offer medical, dental, vision, life and long-term disability insurance; ample paid time off, sick time, and 11 federal holidays; flexible daily and weekly work schedules; 403(b) retirement plan with employer contributions; cell phone reimbursement; transit and bicycle benefits; pre-tax spending plan for medical and/or dependent care; support for professional training.

The Public Forestlands Program Director has the primary responsibility of advancing Sustainable Northwest’s vision for forest health, climate resilience, rural economic development, and tribal partnerships across the Pacific Northwest.

The Director leads the Public Forestlands program staff to develop and implement strategies to promote this vision through partnerships, technical assistance, applied management, and collaborative approaches. The program works on public land, primarily Forest Service managed lands with Tribal and Treaty Rights, providing strategic support to partners to help reach pace and scale of forest restoration and resilience.

KEY RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Deliverables (65%)
  ○ Ensure program portfolio deliverables are met.
- Program Strategy (10%)
  ○ Lead strategic planning to achieve initiative, program, and organizational goals, including analysis of PNW focal landscapes.
- Development (10%)
  ○ Lead and support fundraising, including cultivating new funding sources, and managing funding awards.
- Administrative/Non-programmatic (15%)
  ○ Oversee staff development and supervision, contractor management, staff and board meetings/retreats, professional development, budgets, timesheets, and expense reports.
POSITION DETAILS

PROGRAMMATIC RESPONSIBILITIES

- Lead Public Forestlands Program strategy and team management.
- Supervise and mentor a team of three to four staff, interns, and contractors.
- Manage Public Forestlands Program staff and projects.
- Build and maintain relationships with state, federal, tribal, and private forest and natural resource entities to achieve forest resilience and socio-economic goals across the region.
- Strategically support federal and state agencies, Tribal Nations, forest restoration collaboratives, local partnerships, and regional networks to help achieve the goal of scaling innovation in forest restoration and resilience across the PNW.
- Maintain strong, trusting, and effective relationships with Sustainable Northwest’s diverse partners, including: tribal governments and staff, conservation and timber industry organizations, foundations, state and federal agencies and staff, local governments, and elected officials and staff.
- Represent Sustainable Northwest in public, private, tribal, rural, urban, and other settings, including conferences, partnerships, and meetings with foundation staff, private donors, boards, and government staff and decision-makers.

LEADERSHIP RESPONSIBILITIES:

- Develop and update the strategic vision and implement that program direction. Develop project and staff work plans and budgets, including scoping new project opportunities.
- Lead the Public Forestlands program team including hiring and managing staff, interns, and contractors to implement the program work plan.
- Fundraise for the Public Forestlands Program and the organization by identifying potential funders, communicating with government and private funders, grant writing and reporting, and communicating with donors.
- Manage the financial aspects of the Public Forestlands Program, including developing and managing the annual program budget ($500,000+ annually), approving and monitoring program expenditures, and ensuring tracking and reporting on outcomes.
- Participate in general meetings, events, and activities relevant to the Public Forestlands Program, and to overall organizational progress.
- Serve as a key member of the Director’s Team.
REQUIRED QUALIFICATIONS:

- Master’s Degree in Forest Resources field (Policy, Management, Ecology, etc.) or related natural resources field.
- 10 years work experience in the natural resources field, with 5 of those years working directly with or for federal land management agencies in planning, analysis, implementation, or partnership engagement.
- Demonstrated experience in strategic planning, program development, and creating new initiatives to achieve organizational goals.
- Experience and training in providing technical assistance and problem-solving for multi-resource outcomes among diverse stakeholders and land managers.
- Knowledge of Forest Service (FS) and other federal and state agencies’ land policies and regulations; the National Environmental Protection Act, including CE/EA/EIS analyses and processes used by FS Interdisciplinary Teams; ecological forest restoration; forest management practices; FS structure, including: Washington Office, Regional Offices, Supervisor's Offices, District Ranger Offices, Ecology Program, and PNW Research Stations.
- Knowledge of and willingness to learn about PNW Tribes and the FS requirement of Trust Relations and Government-to-Government consultation with Tribes.
- Knowledge of and willingness to learn about Tribal Forest Protection Act (TFPA), stewardship agreements, Good Neighbor Authority (GNA), and other authorities and funding mechanisms used by the FS, Tribes, and partners.
- Ability to provide technical assistance to diverse clients, including providing problem-solving during facilitation of strategizing, planning, and public meetings.
- Demonstrated ability to work in natural resource arenas that are complex with social, cultural, and economic partners and outcomes.
- Work with diverse organizations, cultures, individuals, personalities, and interests.
- Experience working with federal agencies and stakeholders in rural areas.
- Commitment to Diversity, Equity, and Inclusion (DEI).
POSITION DETAILS

SKILLS + EXPERTISE

- Strong written and oral communication skills; position requires partner engagement including virtual and in-person presentations.
- Possess emotional intelligence (interpersonal relationships, self awareness, empathy, etc.) and relationship-building skills.
- Established relationships in PNW public forest restoration, land & resource management fields, collaborative, and public land partnerships; established relationships with PNW Tribal Nations preferred.
- Significant fundraising experience, including grant writing and reporting.
- Experience supervising staff and contractors with a strong emphasis on team building and employing best project management practices.
- Experience in financial management of foundation, state, and federal grants.
- Experience in program and project management, organizational development, and training staff.

LEADERSHIP

- Highly organized and intellectually curious.
- Able to lead and delegate, with experience managing a hybrid team working on multiple landscapes across the PNW region.
- Willing to be flexible and adaptive when needed.
- Strong sense of self-awareness and self-assessment; readily willing to seek advice and input from others (Board, staff, outside specialists, etc.)
PLEASE NOTE

The skills and experience listed above are what we believe is necessary to succeed in this position. We encourage all interested applicants to apply regardless of qualifications, please underscore applicable skills unique to you in your cover letter.

Sustainable Northwest is an equal opportunity employer and is committed to creating a work environment that is safe and supportive. After the first round of interviews, we are happy to connect candidates with current Sustainable Northwest BIPOC, LGBTQ+, neurodivergent, religious, etc. staff to discuss organizational culture and experience. We encourage applications from candidates with diverse backgrounds and individuals from historically underrepresented groups, whose experience will strengthen our organization. We do not discriminate on the basis of an applicant or employee's race or ethnicity, national origin; gender, gender identity or sexual orientation; religion or creed; age, ability, or other legally protected status. Sustainable Northwest utilizes E-Verify to confirm US employment eligibility for all employees within 30 days of hiring.
TO APPLY

Send an email with ‘Public Forestlands Program Director’ in the subject line. Email a single PDF cover letter and resume to Dassi Owens at dowens@sustainablenorthwest.org

Incomplete submissions and those received after 5 pm on June 26, 2004 will not be considered.

No phone calls or email inquiries, please.

Interview questions will be provided in advance.

References will be requested from finalist candidates.