



## Senior Director of Stewardship Programs

King Conservation District is seeking a qualified candidate to serve as Senior Director of Stewardship Programs.

As a key partner to the Executive Director and a member of the agency's leadership team, the Senior Director of Stewardship Programs will help the District inspire a shared vision of community-based stewardship of natural resources and economically viable working farm and forestlands. This position plays a pivotal role in ensuring that the District's cooperative work with urban and rural residents, farmers, and communities leads to strong conservation outcomes, a vibrant, equitable regional food system, and a more resilient region.

This is an exciting opportunity for an experienced strategic and operational leader who is adept at leading through change. This position requires an individual who can build a strong, collaborative team to deliver education, technical assistance, on-the-ground projects, and funding programs to protect water quality, forest and soil health, and fish and wildlife habitat, as well as build a regional food system. We are looking for candidates who bring a commitment to integrating diversity, equity and inclusion values into this work.

### Scope of Responsibility

The Senior Director of Stewardship Programs is responsible for leading and managing stewardship programs that advance the District's goals related to agriculture and local food, clean water and healthy forests. With a team of approximately 18 staff and budgets totaling \$4.5 million, the position is responsible for the operational success of the District's stewardship programs, services and related initiatives. The Senior Director will ensure seamless team management and development, program planning and delivery, program quality, and evaluation. The role will foster collaboration across programs as well as with external partners and community stakeholders. Reporting directly to the Executive Director and serving on the leadership team, the position plays a key role in organizational strategy and planning to drive stewardship outcomes.

### Job Responsibilities/Duties

#### Leadership and Strategy

- Develop, evaluate and align stewardship programs, services and related initiatives to advance the District's goals and objectives.
- Proactively contribute to the development of the District's strategic goals and objectives as well as the overall management of the organization as a member of the leadership team.



- Effectively communicate and present program goals, priorities, accomplishments and issues to the Board of Supervisors and Advisory Committee, working closely with the Executive Director.
- Maintain continuous lines of communication and proactively build cross-team alignment, collaborating with members of the leadership team and keeping the Executive Director informed of progress made and challenges encountered.
- Provide effective and inspiring leadership by being actively involved in stewardship programs and services.

## Program Management, Planning and Implementation

- Oversee, direct and organize the work of stewardship programs and related services for agriculture and local food, clean water and healthy forests.
- Facilitate cross-team alignment, planning, collaboration and implementation.
- Develop and manage annual program work plans and budgets, working closely with key leadership and program staff.
- Support finance and key staff with timely and accurate administration of program grants and contracts; administration of funding and cost-share awards made by the District; and the development and management of agreements for contracted services.
- Lead performance monitoring and outcomes evaluation, working closely with key staff.
- Collaborate on the planning and implementation of multi-year strategic initiatives.
- Oversee, direct and organize complex natural resource management projects.

## Team Development/Leadership

- Directly supervise program managers (forest stewardship, regional food systems, riparian habitat, rural lands), district engineer, evaluation coordinator and landowner incentive coordinator. Supervise contractors as needed.
- Promote a culture of high performance and continuous improvement that values accountability, collaboration, learning and a commitment to quality.
- Establish and monitor staff performance and development goals, assign accountabilities, set objectives, establish priorities, provide regular feedback, and conduct annual performance appraisals.

## External Relations



- Collaborate with key staff to develop and advance organizational partnerships and relationships with public agencies; local conservation, food and farming organizations; and related coalitions/collaboratives.
- Represent the District effectively with public and elected officials, technical and conservation experts, farmers and landowners, and the general public, including at public meetings, community events and District events.
- Work with the Executive Director and leadership team on fund development priorities.

This list of duties is intended as an illustration of the various types of work performed. The omission of specific duties does not exclude them from the responsibilities of the position if the work is similar, related or a logical assignment to the position.

## Qualifications

- Accomplished leader with a demonstrated track record of leading cross-program teams, including a minimum of 5 years in a senior management role.
- Commitment to the District's mission and to the values of diversity, equity and inclusion.
- Experience developing or implementing natural resource planning or management programs.
- Excels at building strong relationships as a team leader and team player by modeling accountability, fostering collaboration and inspiring buy-in.
- Strong track record of inspiring excellence and developing high-performing teams by managing and coaching staff with diverse levels of expertise.
- Demonstrated results bringing together diverse stakeholders with strong facilitation and conflict resolution skills.
- Proven track record developing, implementing and managing multi-year and annual program plans and budgets. Strong project management skills in managing complex, multifaceted projects, partnerships, and funding sources resulting in measurable successes.
- Adept at setting priorities and adapting to change.
- Acts with integrity and uses sound judgment and creative problem-solving skills to deliver results.
- Exceptional written, oral, interpersonal, and presentation skills.
- Proficiency in using technology for management reporting, communications and collaboration including Microsoft Office Suite.
- Ability to travel to various locations throughout King County for periodic meetings, field visits and events.



## Desirable Skills and Experience

- Working knowledge of: natural resource management and regional food system priorities and stakeholders in the Puget Sound region; conservation district and NRCS planning-based approaches and programs; and applicable environmental regulations, codes and policies.
- Experience integrating equity into programs and operations.
- Demonstrated success developing and evaluating program models and successfully operationalizing innovative programs or initiatives. Experience working with teams to develop and implement program evaluation systems.

## Full Time Position Annual Salary

\$105,000 - \$125,000 based on experience

## Benefits

KCD offers a comprehensive benefits package which includes paid vacation and holidays, medical and dental, a nominal life insurance policy with the option to increase coverage at employee's expense, support for trainings, and participation in the State of Washington Retirement System (PERS).

## Work Schedule

Full-time (exempt). Schedule includes monthly Monday evening events and occasional weekday evening and weekend events.

## Office Location

800 SW 39th St, Suite 150, Renton, WA 98057

## To Apply

Submit a resume and cover letter to the email address: [jobs@kingcd.org](mailto:jobs@kingcd.org) with the title Senior Director of Stewardship Programs in the subject line. Please address your cover letter to Rebecca Lavigne, Interim Executive Director.

The position will remain open until filled. The first review of applications will begin January 19, 2021.