



Lower Columbia
Estuary
Partnership



Executive Director Recruitment 2020

*A unique opportunity to join a dynamic team as
the Estuary Partnership moves into its next 25
years.*

The Lower Columbia Estuary Partnership

The Lower Columbia Estuary Partnership has been leading collaborative ecosystem improvement in the lower Columbia river since 1995. That year, the lower Columbia River was designated an *Estuary of National Significance*, recognizing the river's importance to the Pacific Northwest and the entire United States – and that it had been degraded after decades of development and pollution. The governors of Oregon and Washington, with the Environmental Protection Agency, wanted to address the more than 50% loss of habitat and the contamination in water, sediment and fish. They created a public entity to focus on the lower river; unite the two states, multiple federal, tribal, and local partners and the private sector; set regional strategies; and build on existing efforts.

For us, two things matter a lot: getting results on-the-ground matters and keeping us all up to date with the science of the lower river. Our approach is to get it done: restore habitat while advancing science; improve river conditions as we learn more; innovate and adapt to a complex system with changing conditions and needs; and expand knowledge and experiences of the next generation.

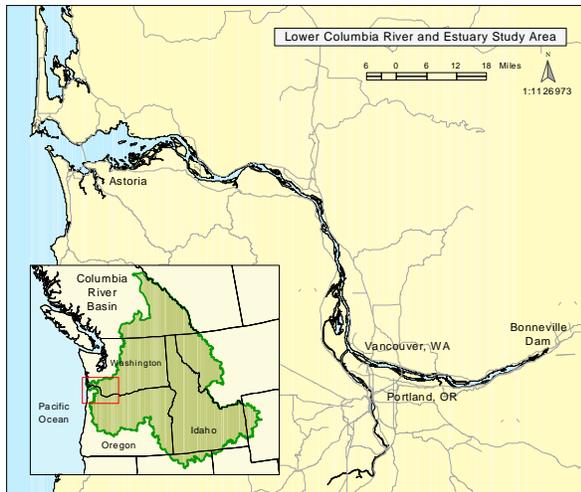
We bring data and research, tools, hands-on projects, creativity, collaboration and problem solving to the issues facing the lower Columbia River. We are the lead two-state entity working with the private sector and government agencies focused on the ecosystem of the lower 146 miles of the Columbia River.

We are a partnership of people who care for the Columbia River. We are all about collaboration. Our work is led by the fishers, farmers, educators, businesses and economic interests, conservation groups, individuals, state governments, federal agencies, and tribal governments who live, work and recreate here.

The National Estuary Program

The National Estuary Program (NEP) is authorized in 1987 amendments to the Clean Water Act. It is a unique and highly successful program. It establishes local NEPs as community-based entities while providing a federal framework and accountability. NEPs improve water quality and focus on the integrity of the whole system: its chemical, physical, and biological properties, as well as its economic, recreational, and aesthetic values. Although the problems are similar across the nation—improving degraded water quality, recovering endangered species, and restoring habitat—the solutions vary by community priorities.

Local people lead each NEP: they identify and implement actions in the Management Plan. The Comprehensive Conservation and Management Plans developed by each NEP address the needs of each specific water body and the communities that live by it. Management Plans reflect the true public and private partnerships of the NEP, a partnership that is essential to protect the nation's most critical economic and environmental resources and infrastructure. The NEP also is unique in its funding: federal NEP dollars are leveraged more than 16:1 nationally, among the highest ratios of any federal grant program. The results are billions of dollars invested in local communities, thousands of local jobs created, and improved local economies and ecosystems.



The Estuary Partnership Management Plan

The Management Plan guides NEP work. We completed ours in 1999 and updated it in 2011. Our goals are:

- Increase habitat and habitat function for multiple species; restore 25,000 acres of habitat by 2025.
- Conserve land to protect water quality and habitat; reduce impacts from land use practices; reduce armored shoreline by 10% by 2025; maintain impervious surface at no more than 15%.
- Reduce or remove contaminants and clean-up contaminated sites to improve water quality.
- Provide education and engagement activities and provide data and information for a range of audiences; reach 5,000 students each year and host at least ten volunteer events each year.
- Convene and coordinate partners to enhance regional strategies and partnerships and heighten protection of the lower Columbia River.

A few Estuary Partnership key accomplishments since 1995...

Advancing Science

- Collected & analyzed multiple data sets and created ecologically-based, voluntary habitat coverage targets for the region to protect remaining native habitats and restore priority habitats.
- Assessed site conditions and fish usage at 30 sites, comparing conditions and usage across regions, and track changes at three sites across time.
- Monitored and evaluated legacy and emerging contaminants in sediment, water, and fish tissue.
- Assessed three scenarios of sea level rise and mapped cold water refuges in the Columbia Gorge.

Protecting Ecosystems

- Restored 28,387 acres of habitat with 100 partners at 236 restoration sites and completed design or feasibility work at 48 additional sites.

Engaging People

- Gave 81,485 students with 407,704 hours of science instruction in hands-on learning.
- Involved 13,319 volunteers and students planting 144,721 native trees and shrubs along riparian corridors.

Collaborating

- Worked with regional partners and members of Congress to pass and fund the Columbia River Basin Restoration Act of 2016.
- Hosted forums, technical conferences, annual Science to Policy Summits, and scientific workshops to facilitate discussions among scientists and natural resource professionals and bring science to a wide range of users.

Fueling the Local Economy

- Leveraged federal NEP funds to bring \$76,000,000 cash to the region, creating 1,524 jobs in the region.



The Organization

The Estuary Partnership is a well-established organization and operates as a 501 (C)(3) established for the public benefit and purpose of protecting the lower Columbia river and estuary. The Estuary Partnership is accountable to the US Congress, US EPA, the States, multiple funders, and the public. We are a nonpartisan organization. The Board of Directors, governing body, represents the diverse interests of those of us who live, work and recreate on the lower Columbia River. The Board of Directors has the responsibility and legal accountability to fulfill the organization's mission. We have grown from a professional staff of four to a staff of 24 that includes scientists, educators, community relations specialists, and an executive team. Our annual operating budget averages between \$4,000,000 and \$7,000,000 annually. Funding comes from a variety of large and small public and private grants and contracts as well as corporate and individual donors. At any one time, we have over 40 active open grants and contracts, each with specific guidelines and deliverables.

Diversity, Equity & Inclusion

The Estuary Partnership and all National Estuary Program are local people, solving local problems, in local water bodies. We achieve this best with equity and diversity in who we are and by providing programs that are inclusive of and responsive to the needs of all. The Estuary Partnership is engaged in an on-going process



to identify inequities in our organization and our programs. Diversity is fundamental to success in our mission. Including all communities gives all people parity and equal engagement with and in the protection of our natural resources. Many communities—including people of color, Indigenous people, and low-income communities— are disproportionately impacted by environmental degradation. We have a responsibility to include all communities in who we are and what we do. We want equity across our organization: in our programs, workforce, policies and organizational culture. We want our organizational ‘table’ to include all voices of the lower river. Diverse perspectives deepen our understanding of each other. The more and better we work together, the better the river will be for us and future generations.



The Executive Director

The Executive Director is the chief operating officer for the organization. The Executive Director leads a team of highly experienced professionals each impressively skilled in their work. The Executive Director works with a dedicated Board of Directors to develop and articulate the mission, vision, goals, and values of the organization, and create the structure, policies and procedures necessary to achieve the mission within the context of applicable state and federal regulations under which the National Estuary Program (NEP) works.

The Executive Director leads and manages a range of land use, water quality, habitat and community programs and keeps programs current in the context of changing environmental conditions and knowledge and to meet community and Estuary Partnership needs within the context of the Management Plan and NEP. The Executive Director develops and manages multi-million-dollar budgets with public and private funding sources; sustains capacity; evaluates effectiveness; implements continuous improvement; and manages the organization to adapt and improve, maintaining fidelity to mission and fiscal discipline.

The Executive Director sees the big picture, thinks strategically, and identify and track details. The Executive Director must build consensus, honoring, including, and respecting opposing viewpoints, and be able to effectively navigate issues that may be divisive at times.

Candidate Qualifications

The successful candidate will bring:

Seven years’ experience leading a public or non-profit natural resources organization or agency that includes environmental education and community programs. *This includes working with – and inspiring -- a governing body, such as a Board of Directors, working with natural resource and nonprofit corporation laws, procedures, regulations, and practices; and experience in organization development and management.*

Seven years’ experience managing and leading a professional team of at least 15 employees. *This includes hiring and coaching employees and facilitating an inclusive, collaborative, supportive work place that applies the principles of continuous learning and improvement.*

Seven years’ work with strategic planning and implementation and planning and managing multiple complex projects with multiple funding sources, deliverables, budgets, timelines, and project details and managing an organizational budget of at least \$2,000,000 per year to implement strategic plans. *This includes identifying*

and raising funds from a variety of public and private sources, adhering to fiscal and programmatic funder requirements from public and private sources, and evaluating programs and effectiveness.

Experience with natural resource, land use, environmental protection, watershed management, and community programming. *This includes familiarity with Estuary Partnership program areas, the lower Columbia River, and the National Estuary Program.*

Understanding of issues of diversity, equity, and inclusion. *This includes experience managing and supporting diversity, equity and inclusion in the workplace and aligning diversity with organizational objectives.*

Experience working collaboratively and building collegial relationships with the community, including various levels of government, tribal, business, conservation, and education partners and understanding the legislative process.

Excellent communication and interpersonal skills.

The successful candidate will:

Be passionate about the mission and work of the Estuary Partnership.

Care about people, the river and the public trust we hold.

Set a tone that maintains stability, while continuing to evolve the organization as we learn more and community values evolve.

Provide consistent leadership and continue to build strong teams to support employees, Board members, and partners.

Creatively and effectively implement current objectives and lead the organization into its next 25 years. Think broadly about environmental issues affecting the lower Columbia River.

Maintain the financial stability with fund-raising and grant writing experience and diversifying funding.

Lead and champion diversity, equity, and inclusion work and build diversity, equity, and inclusion as core values for the organization.

Listen to and learn from diverse voices and perspectives. Foster a culture of engagement to include disproportionately engaged and impacted people to improve cultural responsiveness. Share the stories of all communities and peoples of the lower river.

Work with elected officials, agency leaders, policymakers, business leaders, the media, and funders across the political spectrum.



To Apply

The search is being conducted by the Board of Directors.

We encourage members from all communities to apply – including communities of color, Indigenous people and women.

To be considered for this position, please:

- Submit a cover letter. Cover letters should be two – five pages and express your interest in the Estuary Partnership, be well organized, *and* clearly articulate how your experience meets the specific requirements of this position and positions you for success as the Executive Director.
- A resume. Your resume should be concise, and clearly define your current and past duties and responsibilities and your length of tenure in those positions.

This level of detail is required to qualify you for consideration.

Please submit your resume and cover letter as one PDF document. Please use your last name as your document name. Submit to: LCEPExecutiveDirectorSearch@gmail.com

Applications are due by midnight February 13, 2020.

Compensation & Benefits

The Executive Director is a full-time position. The Estuary Partnership offers an excellent and competitive compensation package. The salary is at the discretion of the Board of Directors, with a salary range of \$89,000 - \$133,000.

The Estuary Partnership is an equal opportunity employer. We do not discriminate on the basis of race, color, gender, gender identity or expression, sexual orientation, religion, marital status, national origin, age, disability, physical appearance or genetic information, cultural, socio-economic status, or military or veteran status. The Estuary Partnership is a VEVRAA Federal Contractor and values hiring protected veterans or individuals with veteran status.

