



Working together to steward the lands and waters of the Siuslaw and Coastal Lakes to benefit our communities, economy, environment and future generations.



## Executive Director Recruitment

Lead our dynamic organization in a period of exciting potential and growth!

**The Siuslaw Watershed Council** is a non-profit organization dedicated to the restoration, protection and stewardship of the Siuslaw Watershed. For more than 20 years, since 1995, the Council has worked with a diverse group of landowners, stakeholders, [partners](#), industries and agencies to improve and protect our watershed.

The Siuslaw Watershed Council is not just about land and water, but about our community too. We help community members fund and carry out conservation and restoration efforts on their land. We form partnerships with industries, government agencies, and organizations to conduct vital research and restoration efforts to improve watershed health including water quality and native fish populations through informed collaborative decision-making processes. We also provide educational opportunities for the community and serve as a valuable informative and referral resource.

Our Council, like many, formed largely to collaborate across jurisdictional lines in standard natural resource management and to bring together disciplines to a consensus-based watershed scale approach to management. A watershed-based approach brings together a multidisciplinary and multijurisdictional partnership to address problems we face together.

Without a watershed-based approach, restoration, conservation, and salmon recovery is nearly impossible. In Oregon, emphasis has been placed on councils to lead voluntary efforts toward salmon recovery under the Oregon Plan for Salmon and Watersheds.

The Siuslaw watershed boasted a salmon run comprised of an average of 250,000 salmon returning each year in the late 1800's, which decreased to less than 500 salmon in 1997. The potential for recovery here is high, with a strong diverse partnership of 10 organizations working together to restore habitat across the coastal watershed without dams and with a large amount of public lands managed for the restoration of salmon and spotted owl habitat. If salmon can be saved anywhere, it's here, and you can lead a team of dedicated folks at the Siuslaw Watershed Council to ensure salmon can thrive here!

**The Organization** is comprised of 7 employees including a full time restoration crew which works primarily in the field to restore lands and assist community members in planting riparian native species, monitor habitat conditions, and work with project partners to complete salmon spawning surveys, juvenile salmon surveys, and passage studies. Project Managers oversee the restoration program at the Watershed Council including estuary wetland and instream restoration projects, monitoring initiatives including project effectiveness and water quality monitoring, the Native Plant Distribution program, and riparian restoration projects and the restoration crew. Council programs also include a 25-year old field-based watershed studies program that includes school-year field trips and a summer Watershed Camp, which have been on hold since spring of 2020, due to COVID-19. A Financial Manager assists in council operations and fiscal tasks including coding invoices and preparing funds requests to grantors, assists in fundraising and outreach initiatives. We also host regular community education gatherings to inform the public about various environmental issues present in our area, developed with feedback from our membership about what they'd like to learn about.



**In 2019 and 2020 we secured \$2 million** in grant funding to support our mission. Throughout 2018 and 2019 our organization spent nearly \$2 million in contracted services which supported 15-18 local jobs annually and supported our local economy. The Executive Director will be leading strategic approaches to securing funding for the organization, including private fundraising in addition to grants from local, state and federal sources as well as private foundations.

**Partnership and collaboration** is a vital component of our organization. We are the chair of the Siuslaw Coho Partnership, comprised of 10 organizations including federal, state and local governments, NGOs, land trust, and two sovereign tribes, who are all working together to restore salmon habitat in the Siuslaw and Coastal Lakes Watersheds. The Executive Director will be tasked with coordinating efforts to engage and bring together partner organizations and community members toward common initiatives.

**Diversity Equity and Inclusion** is a central pivotal area that our organization and partnership is working to develop as a component of our entire program of work. We recognize that we owe the abundance of resources in our watershed to the stewardship and management by the indigenous communities for millennia. Today, we celebrate our local tribal government partnerships and their resolute commitment here. We also recognize that conservation work has left out the voices and needs of marginalized communities through time, and that we must put in the work to engage all members of our community to holistically steward and manage our resources in an equitable fashion. The next Executive Director will be charged with incorporating Diversity, Equity and Inclusion into all aspects of our work, and will need to engage the full spectrum of our community.

**The Executive Director** leads a team of dedicated professionals. 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 of our organization.

The Executive Director leads and manages a range of restoration, monitoring, education and community programs and keeps programs current in the context of changing environmental conditions and knowledge and to meet community and Siuslaw Coho Partnership needs within the context of the SWC's strategic plan (which is in the process of being updated), and the [Siuslaw Coho Partnership's strategic action plans](#). The Executive Director develops and manages large 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 identifies and tracks details. The Executive Director must build consensus while honoring, including, and respecting opposing viewpoints, and be able to effectively navigate issues that may be divisive at times.

**To apply**, review the Job Announcement on SWC's website, and submit required information.

