

Executive Director

Position Opening



ABOUT THRIVE HOOD RIVER

Thrive Hood River is a grassroots non-profit founded in 1977 with a [mission](#) to protect Hood River's farmland, forests, wild places and the livability of its cities and rural communities. We are small but mighty. Through the work of Thrive's dedicated board and staff, we've racked up an impressive track record over our 46-year history. We live in this community, love it, and use Oregon's unique land use system as a tool to leave it an even better place for future generations. This is a chance to grow with an organization and make a lasting impact, as the land use choices a community makes are long-term. If you have a passion for shaping the future of Hood River and the surrounding wildlands, we encourage you to apply.

ABOUT THE JOB

The Executive Director (ED) provides strategic leadership and operational management for Thrive. The work is both independent and collaborative. The overarching areas of responsibility include:

I. Land Use

The ED has or develops an understanding of Oregon's land use system, the City of Hood River's policies and initiatives, and Hood River County ordinances, particularly around farmland and forest land. Thrive's ED:

- Promotes the land use system while articulating and shepherding appropriate changes.
- Creates and maintains relationships with public officials, attorneys, and organizations working in the land use arena.
- Monitors agendas of selected entities, state legislation, and land use applications for issues and opportunities.
- In partnership with attorneys, board members and other organizations, researches or oversees research on land use issues; prepares comments on land use applications; provides testimony at City, County and community meetings; and oversees legal procedures such as filing appeals.

2. Development

Thrive is funded by donations, grants, fundraising events, and solicitations. Along with the Board's Development Committee, the ED ensures that revenue targets are met by performing, supervising and/or collaborating to:

- Develop and implement the annual fundraising plan.
- Nurture relationships with major donors.

3. Advocacy and Communications

Thrive's ED is an activist. Projecting a passionate belief in our mission, the ED:

- Oversees communication and engagement strategies and efforts.
- Writes content for Thrive's newsletters, social media posts, mailings and other communications, presenting policy issues in an understandable and relatable manner.
- Works with the Board and staff to create educational forums, events, and partnerships with like-minded organizations.

4. Supervision and Board Relations

The ED supervises the other staff position(s) and works with Thrive's contracted Policy Director. Board members contribute expertise in land use, financial management, non-profit management and development. The ED's work includes:

- Supervise and develop staff. Ensure that individual(s) are productive, effective, and efficient in their work, and engaged and growing in their roles.
- Collaborate with the Board to define and refine projects and priorities.
- Work with Board leadership to create monthly meeting agendas.
- Serve as an ex-officio member of the board committees.

ABOUT YOU

The ideal person for this job will be:

- Diplomatic but have a backbone, be able to collaborate with other community stakeholders with different opinions.
- Experienced in working collaboratively with a board and in leading staff.
- Strategic, a big picture thinker on how we can make progress on achieving our mission.
- Strong at public speaking and writing, someone who can dissect complex policy and break it down into digestible bits for the general public.
- Digitally fluent with common software tools and the ability to learn new applications.

We are interested in finding the best candidate for the job. We value lived experience and will support the development of your knowledge and expertise. We encourage you to apply, even if you do not believe you have every one of the preferred qualifications.

We believe our mission is best advanced by contributions of people of various backgrounds, beliefs, and cultures. We encourage applicants who bring a diversity of identity, culture, experience, perspective, and thought.

WORK ENVIRONMENT AND COMPENSATION

Thrive does not have an office, so much of the work will be remote, from home or a personal office. Meetings are held over Zoom, in the public library, coffee shops, and at board member's homes. Typical business hours are the default, but you will have the flexibility to adjust to accommodate your work preferences, periodic evening meetings, and weekend events.

Residence in Hood River County or an adjacent community, in some form, is strongly preferred, as the position requires developing relationships within and a strong connection to the communities of the County.

This is a full-time position with a salary of approximately \$70,000 annually. You may opt to have a portion of the salary in the form of a health insurance subsidy and/or contributions to an IRA. The position includes three weeks of paid time off annually. State-supported paid family and medical leave is available for qualifying events.

HOW TO APPLY

Send your resume with a cover letter explaining what you find interesting or challenging about this position in a single document to chris@thrivehoodriver.org. This position is open until filled. To be considered for the first round of interviews, please send your materials by April 23.

For further information, please reach out to either:

- Peter Cornelison, Board President, at peter.cornelison@outlook.com and 541-490-8473
- Nico Salter, Executive Director, at nico@thrivehoodriver.org and 541-380-0126

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