

## **Forests & Communities Program Manager**

Does the opportunity to keep Washington the Evergreen State motivate and inspire you? Are you excited to stand with local communities to protect forests so we have clean water to drink, and healthy lands that support fish, wildlife, and people? If so, join our team!

### **Position Summary**

The Forests & Communities Program Manager will work with the Forest Program Director and other staff to further develop and expand our work on incentivizing management of private forests for environmental, economic, and social benefits. This is a critical position on our Forest team, and will promote sustainable forest management and rural economic development that support local communities, healthy forests, and climate resilience. The Forests & Communities Program Manager will work at a local level across Washington State to build diverse partnerships, identify incentives for sustainable forest management, help develop climate-smart wood supply chains, and partner with local communities to find win-win opportunities for forests, local economies, and people. The role will also translate learnings at a local level to inform the Forest program's state-level policy work.

The position is supervised by WEC's Forest Program Director. Position location is flexible, and may be based either out of WEC's office in Seattle, WA, or remotely from another location in Washington State. If outside Seattle, travel will be required to attend occasional in-person office meetings at the discretion of the Program Director. Regular travel within Washington State will be required, using a personal vehicle with reimbursement based on mileage (10-20% of time).

### **Who we are**

**Washington Environmental Council (WEC)** is a nonprofit, statewide advocacy organization. For over 50 years, WEC has brought people together to solve Washington's most critical environmental issues. WEC builds power for the environmental movement by building partnerships, mobilizing the public, connecting voters to decision makers, and taking legal action. Our mission is to protect, restore, and sustain Washington's environment for all.

**Washington Conservation Voters (WCV)** ensures Washington's decision makers keep our environment protected, healthy, and vibrant. Over the last 35 years, we have elected environmental champions, held our elected leaders to the highest standard, and built statewide momentum for environmental campaigns through innovative voter outreach efforts and community organizing. WCV is committed to making sure all people in Washington State have a healthy environment and a strong, sustainable economy.

By effectively combining the policy know-how of WEC with the political know-how of WCV, we have reshaped how environmental protection is achieved in Washington. With one shared CEO, our organizations work in partnership as each pursues its unique mission. Combined, we have a staff of 35+ and work in a LEED-certified building in downtown Seattle with a view of Elliott Bay. Given the current pandemic, we are working remotely and plan to do so through at least the summer of 2021, and will return to work in the office in a modified manner (TBD). Our teams have access to a variety of online tools and systems that support working remotely.

We offer competitive salaries, good benefits, and the opportunity to make a difference. We are committed to a diverse, socially just, and welcoming work environment and people of color, people with varying abilities, and people of all sexual orientations and gender identities are especially encouraged to apply. We continue to advance the application of a racial equity lens to our work, and are led by a CEO who is a woman of color.

## **Responsibilities**

Cultivate opportunities to promote and incentivize rural economic development that is compatible with sustainable forest management and environmental justice

- Build partnerships with local and grassroots stakeholders who share WEC's vision for responsible forestry on private lands in Washington State, including tribal nations, BIPOC-led organizations, and organizations representing the diverse forest sector workforce.
- Identify and promote financial mechanisms to support sustainable forest management, conservation, and restoration, e.g. carbon projects, payment for environmental services, or conservation easements.
- Support expansion of community forestry among a diverse range of stakeholders, including by supporting potential community forests to access information and funds, and advocating for funding for community forests.
- Identify opportunities to support development of good forest sector jobs in rural areas, including workforce training.

Support local development of climate-smart wood supply chains

- Advocate for sustainable forest management practices that protect the integrity of forests, air, water, and wildlife, and support the local economy.
- Identify opportunities to promote development of local supply chains for climate-smart wood, including engaging with mills and manufacturers of wood products.
- Explore engagement with small forest landowners on forest management and markets.
- Engage with local governments to incorporate procurement of responsibly sourced wood into policies and operations.

Partner with local communities to address challenges related to forest management and economy

- Strengthen existing relationships with local communities and governments that are interested in collaborating on sustainable forestry and forest conservation, and cultivate new relationships.
- Provide expertise to local governments interested in developing a sustainable and inclusive forestry economy, which may include climate-smart forestry, forest workforce training, wildfire planning and preparedness, or finance for conservation or maintaining working forestland.
- Support local communities to identify possible funding sources for forest conservation and restoration work (e.g. state clean water revolving fund, carbon offsets).

Coordinate with staff across WEC and WCV to strengthen and communicate our work

- Coordinate with WEC's two other policy programs—Climate and Puget Sound—to identify opportunities for synergies between programs, and offer expertise in support of campaigns.
- Coordinate with WEC's government affairs programs and WCV's political program to identify opportunities for synergies between programs, and offer expertise in support of campaigns.

- Evaluate how to better integrate environmental justice and rural economic development into the Forest Program, and into the team's portfolio of work on private forests.
- Work with communication and fundraising staff to communicate with our members and activists regarding our forestry work, and raise funds for this program.

### **Required Skills**

- Bachelor's degree in forestry, environment, economics, community development, or related field; or at least 5-8 years related experience.
- Knowledge of forestry issues, which may include forest product supply chains, forest management, forest certification, forest product manufacturing, or community forestry. Knowledge of these issues in a Pacific Northwest context is a plus.
- Experience working and/or living in rural communities and engaging with rural stakeholders.
- Professional experience in community or economic development, particularly related to natural resource management.
- Ability to develop relationships and find common ground with a range of stakeholders, including local government, grassroots organizations, environmental NGOs, and the forest industry.
- Demonstrated success in project management, policy development and implementation, working in coalitions, and communication.
- Commitment to environmental protection, and principles of racial, social, and economic justice.

### **Desirable Skills**

- Conservation finance experience, e.g. financing land conservation and acquisition, payments for environmental services, carbon markets, etc.
- Basic knowledge of issues related to wildfire, land use planning, and economics.
- Ability to research and analyze potential policy campaigns, new projects, and partners.
- Flexible, creative, and able to work in a changing and unpredictable non-profit environment.
- Ability to communicate with various audiences.
- Good at navigating complex working environments and building relationships with integrity.
- Ability to work effectively, both independently and with a team.

### **Compensation and Benefits**

This is a full time, exempt position with a salary range of \$51,000 - \$61,000, depending on experience. We also offer a generous benefits package including 100% employer paid premiums for medical, vision and dental insurance, 401k plan and organizational match of up to 3% of your annual salary, a flexible spending account, paid vacation and sick leave, ten paid holidays per year, an Employee Assistance Program, and if you work for seven consecutive years you are eligible for a two-month paid sabbatical. We welcome new and diverse people to a great team who together shape environmental protection in Washington.

### **To Apply**

Please submit a cover letter and a resume to **URL on [WEC](#) or [WCV website](#)**. No phone calls or mailed applications please. This position is open until filled

*Washington Environmental Council is an equal opportunity employer committed to dismantling structural racism and creating a welcoming work environment. WEC does not discriminate on the basis of age, race, gender, religion, marital status, veteran's status, national origin, disability, or sexual orientation. People of color, people with disabilities, and people of all sexual orientations and gender identities are especially encouraged to apply.*