CEO Opportunity

Washington’s National Park Fund (WNPF), the official philanthropic partner to Mount Rainier, North Cascades, and Olympic National Parks, seeks an experienced, visionary leader to serve as its next CEO.

The CEO will lead WNPF in an exciting phase of growth, strengthening the organization’s fundraising, partnerships, and programs to achieve even greater impact. They will serve as the chief fundraiser, spokesperson, and relationship-builder for WNPF, working closely with park leadership, the Board of Directors, staff, and supporters.

The ideal candidate will bring a deep passion for national parks, a track record of nonprofit leadership and fundraising success, and the ability to champion diversity, equity, and inclusion. They will be a skilled communicator and a collaborative leader with the vision to steer WNPF to new heights.

This is an opportunity for a mission-driven leader to play a pivotal role in preserving and enhancing some of our nation’s most treasured natural spaces, and ensuring they are welcoming and accessible to all.

Posting Date
May 23, 2024

Location
Hybrid remote, from within Western Washington. Our office is located in Seattle, WA.

Salary
$130,000 - $150,000+; includes a generous benefits package

Applications submitted by June 17 will be given full consideration. Applications will be reviewed as soon as they are received; initial screening calls are anticipated to begin in mid-June. Early applications are strongly encouraged.

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Chief Executive Officer Opportunity
Organizational Overview

Mission
Our mission is to raise funds to preserve and enhance the natural beauty, cultural heritage, and recreational opportunities of Mount Rainier, North Cascades, and Olympic National Parks so that they remain vibrant, thriving ecosystems and cherished destinations for future generations.

Vision
Our vision is for Washington’s national parks to ignite a deep sense of wonder and awe in the hearts of all who experience them.

How We Work
WNPF is the official philanthropic partner serving Mount Rainier, North Cascades, and Olympic National Parks. Founded in 1993, WNPF is the only philanthropic organization dedicated solely to Washington’s three national parks.

As national parks’ needs grow year over year, the budget given to the National Park Service isn’t keeping pace – and that’s where we come in. Our role is to help fill gaps in funding for programs and projects that enhance visitors’ experiences, provide research dollars, rebuild trails, bring in volunteers, improve accessibility, and welcome visitors of all backgrounds.

We fund projects – selected by the park Superintendents and leadership as the top priorities each year – that fall in four core areas:

- Science and Research
- Volunteerism and Stewardship
- Visitors’ Experiences
- Embracing Inclusion

WNPF has significantly expanded its contribution to Washington’s three national parks over the years, providing more than $7.5 million in total support over the last decade including a record $1.5 million last year alone.
Our Impact at a Glance

We support dozens of transformative projects every year. Below are a few of the amazing things our organization and donors have made possible in 2023.

Mount Rainier National Park

69,000

hours contributed through the park's donor-funded volunteer programs.

North Cascades National Park

5,900

engagements with visitors by bear education rangers.

Olympic National Park

1,700

visitors participated in Night Sky visitor programs, including 170 youth.

For a list of projects our organization has made possible over the years visit: wnpf.org/funded-projects

Our Future

Our annual revenue topped $3M in 2023. Under the leadership of our new CEO, we expect this will grow to $4M+ per year as we strive to complete a transformational multi-year fundraising campaign – WNPF’s largest to date – Together for the Parks. This campaign will go beyond funding annual projects to investing in our parks for the long run, to meet both their immediate and longer-term needs. We have already raised 50% of the $20M campaign goal and anticipate achieving our goal by 2026.
Who We Are

Our Team and Organizational Culture

Our work is powered by an 18-member Board of Directors and seven-member staff team made up of active park visitors, volunteers, and advocates who are passionate about our mission and enjoy “getting our boots dirty” to accomplish our goals. We genuinely enjoy spending time together, working collaboratively, and supporting each other.

Our Commitment to Equity

Washington’s National Park Fund is committed to equity and inclusion of all people, a commitment we share with the National Park Service (NPS) and Washington’s three largest national parks. Alongside our friends at NPS, we aim to ensure that people of all backgrounds feel welcome, comfortable, and able to access the parks as truly, they are for all.

By actively funding projects that give access and opportunities to traditionally underrepresented communities, and by building an organization whose donors and partners represent diverse cultures, backgrounds, and life experiences, we become more fruitful stewards and champions of Mount Rainier, North Cascades, and Olympic National Parks. These values are paramount to WNPF and help to guide our day-to-day actions. Learn more about our equity journey and our accomplishments here.

Land Acknowledgement

Washington’s National Park Fund acknowledges that the national parks we partner closely with—Mount Rainier, North Cascades, and Olympic National Parks—are situated on the ancestral lands of many Tribal Nations. We celebrate the first stewards of these lands and seascapes and recognize their continued deep connection to these special places. Their voices are, and will forever be, vital in protecting, preserving, and sharing their homeland and traditions.

More information on WNPF can be found on our website: wnpf.org.
WNPF is undergoing an exciting period of transformative growth as we aim to scale our support of the parks to groundbreaking new levels. We are seeking a Chief Executive Officer (CEO) to lead WNPF into this next phase of growth, achieve our $20 million fundraising campaign goal, and continue to build our strong staff team as we execute on our mission and grow our impact in the parks we serve.

In partnership with WNPF’s board and staff, the CEO will develop deep knowledge of core programs, partners, and organizational plans. They will have overall strategic and operational responsibility for WNPF staff, programs, and execution of its fundraising mission.

**Opportunities and Essential Responsibilities of the CEO**

**We expect the new CEO will spend their time on these key responsibilities:**

- **Strategic Leadership**
  - Overseeing strategic planning to chart WNPF’s trajectory and priorities, ensuring continued organizational growth and financial health

- **Organizational Partnerships**
  - Collaborating closely with leadership of Mount Rainier, North Cascades, and Olympic National Parks

- **Fundraising**
  - Leading fundraising efforts, including personally cultivating major donors and securing leadership-level gifts

- **Board Partnership**
  - Recruiting and stewarding an engaged, diverse Board of Directors

- **Communications and Relationship Building**
  - Serving as the chief spokesperson, relationship builder and representative for WNPF with key stakeholders, representing WNPF at conferences, events, and in park communities

- **Staff Leadership**
  - Leading, supporting, and developing a dedicated and close-knit staff team of 7.

- **Community Access and Inclusion**
  - Championing initiatives to welcome and engage communities historically underrepresented in the parks
Our next CEO will love Washington’s national parks and be deeply committed to WNPF’s mission. They will have proven leadership, fundraising, relationship, and organizational management experience. More specifically, the ideal CEO candidate will bring:

### Ideal Candidate Experience and Skills

#### Fundraising and External Relations Experience
- Significant experience in nonprofit fundraising, especially with major gifts and capital campaigns
- Demonstrated success in developing strategic partnerships and building relationships
- Excellent communication and interpersonal skills, able to engage diverse stakeholders

#### Organizational Management Experience
- Minimum of 5 years experience in a senior nonprofit leadership role, with a track record of leading an organization through growth and change
- Strong leadership and management skills, with the ability to inspire and develop a cohesive staff team
- Credibility and experience to engage and partner with the Board of Directors
- A goal-oriented, innovative, and adaptive leadership style
- High emotional intelligence, integrity and a collaborative, positive approach
- Maturity, sound judgment, and grace under pressure

#### Diversity, Equity, and Inclusion Leadership Skills
- Commitment to embedding diversity, equity and inclusion into the organizational culture and practices
- Able to connect with people of diverse backgrounds and create opportunities for underrepresented communities
- Passionate about building relationships and access for traditionally underrepresented groups

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Familiarity and experience working with the National Park System and public lands is a plus.
Compensation and Benefits

This is a full-time, salaried position with an anticipated salary range of $130,000-$150,000+ with a bonus package to be negotiated annually and approved by the Board of Directors.

WNPF headquarters are located in downtown Seattle, Washington, and the CEO is expected to reside in Washington State and effectively manage a hybrid/remote team. Western Washington is preferred for proximity to our downtown Seattle office and three national parks, as our CEO will engage in frequent donor meetings, lead and participate in events, host onsite meetings with staff, travel to locations throughout the park system regularly, and participate in speaking engagements.

WNPF benefits include health and dental plans, a retirement plan, a fully-funded ORCA transit pass, continuing education, and a professional membership reimbursement. In addition to offering a generous PTO policy, WNPF offers “Take it Outside” leave, typically during the first week in July, where staff are encouraged to visit and learn more about Washington’s national parks.

How to Apply

Apply here: https://cloversearchworks.hire.trakstar.com/jobs/fk0vaw1

Online applications only, please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience, interests, and values are a fit with Washington’s National Park Fund’s goals, mission, and vision for the future as described in this announcement.

Applications received by June 17, 2024 will be given full consideration; early applications are strongly encouraged! All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; phone and in-person interviewing is anticipated to begin in mid-June.

Questions regarding this opportunity are welcomed and can be directed to:

Sumi Bhat-Kincaid, Search Consultant
Email! Sumi with questions about the position
Schedule a call with Sumi to learn more about the position.

Clover Search Works facilitates leadership searches for nonprofit organizations whose missions strengthen communities. Clover is honored to be partnering with Washington’s National Park Fund in this search.