

Job Announcement

Washington State Community Action Partnership (WSCAP)
Olympia, Washington

The Board of Directors of the Washington State Community Action Partnership, a statewide membership association, seeks a visionary and strategic leader to serve as its Executive Director in Olympia, Washington. WSCAP is comprised of 30 community action agencies, serving every city and county in Washington State with a variety of programs and projects designed to stabilize nearly 1 million individuals and over 300,000 families and equip them to exit poverty every year.

The WSCAP Executive Director is responsible for statewide leadership, strategy, visibility and support of efforts to increase equity and reduce poverty throughout Washington State. WSCAP's overarching vision is to lead the association in creating a path for a consistently better life for those who are experiencing poverty in Washington State via a cohesive, nimble, strong and impactful Community Action network. Organizational aspirations include a vibrant network, an inspirational culture, high-impact agencies, and continuous improvement through an opportunity-focused and future-oriented association. The WSCAP Executive Director reports directly to the Board of Directors and directly supervises all employees of WSCAP (currently 2) and contract staff (currently 2).

KEY ACCOUNTABILITIES

Strategic Leadership

- Articulate a long-range, statewide vision for the association and lead the membership toward that vision.
- Develop, refine, enhance and fully implement WSCAP's strategic plan in conjunction with the WSCAP Board and member agencies.
- Embed a diversity, equity and inclusion focus in the work of WSCAP and its member agencies.
 - Identify and work to eliminate structural and institutional barriers with a focus on race and gender inequities that keep people in poverty.
 - Be knowledgeable and clearly able to articulate internally and externally why equity matters and how it differs from equality, especially as it pertains to race and gender discrimination.
- Build support and motivation for meaningful action around equity, diversity and inclusion in the WSCAP network and outside the network.
- Carry forward the association's agenda in active partnerships and collaborations with governmental, non-profit and diverse community-based organizations, statewide and nationally, whose work aligns with WSCAP's vision and goals.

Visibility, Advocacy, External Relations

- Alongside WSCAP staff, Board, member agencies and contract lobbyist, build strong and consistent relationships with people across all branches of state government and with Washington's Congressional delegation and other diverse advocacy coalitions/organization to further the equity and anti-poverty work of the association. Ensure these priorities are a part of the WSCAP annual legislative agenda.
- Provide knowledgeable, articulate and constant communication and advocacy around the issues facing people experiencing poverty to develop solutions in Washington State.
- Utilize data and research to tell a compelling statewide story about poverty in Washington State and the Community Action network's role in alleviating the conditions and eradicating the causes of poverty.
- Assure productive working relationships with all stakeholders, funders and partners.

Membership

- Manage and guide the work of the WSCAP Board of Directors to insure maximum effectiveness.
- Promote consistent and effective communication and facilitate strategic coordination with staff, Board of Director and WSCAP member agencies.
- Facilitate training and technical assistance to increase the impact of all member agencies.

Management

- Maintain a climate that attracts, retains and motivates a diverse staff of top-quality people.
- Effectively and efficiently manage all aspects (personnel, financial, contractual, etc.) of the statewide membership association.

QUALIFICATIONS

The ideal candidate will possess visionary leadership and strategic thinking, exemplary interpersonal and communication skills, demonstrated knowledge of issues of diversity, equity, inclusion and poverty, ability to work collaboratively with a wide range of constituencies and stakeholders in a diverse community, proven expertise and experience in non-profit management or in the area of advocacy and public policy, and the ability to maintain both internal and external relationships across a large geographic area.

Candidate Profile

- Passion for and commitment to the vision and mission of Community Action
- Willingness to embrace WSCAP's vision of equity, diversity and inclusion and ability to clearly articulate the importance of this work. Ability to galvanize support to realize the vision.
- Demonstrated experience in executive leadership/management
- Significant experience working collaboratively with a variety of public and private stakeholders
- Excellent verbal and written communication skills
- A combination of education and/or experience that the Board determines meets the needs of the organization

Also desirable:

- Familiarity with community action programs
- History of leadership facilitating growth and higher levels of mission achievement
- Skills including strategic planning, management of an organization serving statewide interests and management of a broad expanse of relationships
- Nonprofit sector, association management, and/or advocacy and public policy experience

COMPENSATION

The salary for this position is commensurate with experience and competitive with similar nonprofits.

APPLICATIONS

Interested candidates should submit a letter of interest and a summary of qualifications/resume to WSCAP Board president, Lisa Stoddard, at l.stoddard@cap4action.org. This position requires a valid driver's license and proof of vehicle liability insurance and the ability to pass a background check. Position is open until filled.