

# 1000 Friends of Oregon Executive Director Profile

1000 Friends of Oregon is seeking a highly motivated individual with a strong vision and passion for land-use planning to become its next Executive Director. This is a highly visible position in a highly visible organization, with a strong influence in how Smart Growth will evolve both in the state of Oregon, and across the country.

## 1 About 1000 Friends of Oregon

1000 Friends of Oregon is a nonprofit corporation founded in 1975 by Governor Tom McCall and Henry Richmond to evangelize and enforce the recently passed land-use laws in Oregon. 1000 Friends believes in the benefits of land-use planning in:

- building livable urban and rural communities;
- protecting family farms and forests; and
- conserving natural and scenic areas.

While historically a “watch dog” organization, in recent years 1000 Friends has transitioned into more of an advocacy role, engaging today’s Oregonians in a fresh conversation about our future, particularly with respect to the role of land-use and transportation planning in reducing greenhouse gasses and transitioning to a sustainable future. As a result, 1000 Friends of Oregon continues to enjoy a national reputation as a thought leader in the importance and application of land-use planning.

1000 Friends of Oregon has a staff of 18 full or part-time employees in its Portland and three regional offices, an annual budget of about \$1.0 million, and enjoys good fiscal health. We also enjoy the benefits of a modest endowment and reserve fund. 1000 Friends is governed by a Board of Directors with 13 members from all walks of life.

For additional information about 1000 Friends, please visit <http://www.friends.org/>.

## 2 Executive Director’s Responsibilities

### *A Leadership*

The Executive Director will continue 1000 Friends’s proud history of effective monitoring and enforcement of the most successful statewide growth management program in the country. The Director will also develop and execute new strategic directions to continue to make that program relevant in the future. He or she will represent the public interest in sound planning before local governments, state agencies and the Legislature. The Executive Director, with the close support

of local grass roots advocacy groups across the state, will also serve as an ambassador to nurture coalitions of farmers, ranchers, developers, and public officials.

1000 Friends's Executive Director has historically shared the organization's experience and expertise with Smart Growth advocates around the U.S and world, and has helped Oregonians appreciate the significance of their planning laws in the context of the rapidly developing Smart Growth movement.

In recent years, 1000 Friends has devoted significant attention to combating ballot measure campaigns and efforts in the Legislature to weaken land use laws. To more effectively respond to these challenges, the organization has transitioned from primarily an "opponent" of poorly planned growth, especially through strategic litigation, to a "proponent" of smarter growth and better transportation policy. A key part of that transition is articulating the role of planning in conserving natural resources and in preparing for a carbon-constrained future.

## ***B Operational Roles***

The Executive Director leads the Board of Directors in the development of multi-year strategic plans and is responsible for annual staff work plans and the organizational budget. The Executive Director will recruit, direct, and facilitate the professional development of the staff. He or she is ultimately accountable to the Board of Directors for the execution of 1000 Friends's mission. The Executive Director and 1000 Friends's Board of Directors engage in an on-going review of the mission and how it operates in relation to its members, coalition partners and the general public.

## ***C Fund Raising***

The Executive Director will be responsible for leading an effective fundraising strategy in coordination with a Director of Development, and with the active help of the Board of Directors. This leadership emphasizes direct contact with individual donors, together with foundation grant development, and administration. 1000 Friends has approximately 3,800 contributing members and receives support from over a dozen foundations, including the Bullitt Foundation, the Brainerd Foundation, Smart Growth America, and others.

## **3 Skills and Qualifications**

The successful candidate must have a passionate dedication to the causes of Smart Growth and sound land use planning. He or she is an effective motivational advocate who can frame complex, technical policy issues into approachable concepts, which resonate with today's Oregonian. A passion and vision for how land use planning can make a difference is essential, but legal expertise or a detailed knowledge of Oregon's planning laws is not necessary.

In addition to the leadership skills normally required to manage a mid-sized nonprofit, 1000 Friends's Executive Director should possess:

- the personal persuasiveness and pragmatic decision making necessary to nurture broad coalitions of both urban and rural stakeholders;
- innovative approaches to communicating the benefits of growth management to the public;
- an ability to write and speak eloquently;
- an ability to balance the traditional advocacy work of 1000 Friends with new advocacy initiatives;
- a demeanor of high professionalism when dealing with the public, particularly in the sometimes intense public debate over issues such as landowners' property rights;
- an ability to enjoy and nurture a highly collaborative and professional environment within the organization; and
- an ability to master a complex subject matter.

## **4 Terms of Employment and Hiring Process**

### ***A Salary and Benefits***

1000 Friends of Oregon offers a competitive salary, holiday, vacation, parental leave, and sabbatical package.

The organization provides medical and dental benefits through Kaiser. 1000 Friends has a 403(b) retirement plan.

The Executive Director may be dismissed at will by the Board.

### ***B Nondiscrimination Policy***

1000 Friends of Oregon does not discriminate against any individual with respect to employment or provision of services based upon that individual's race, color, religion, sex, national origin, age, sexual orientation, gender identity, marital or familial status, mental or physical disability, political affiliation, or legal source of income.

### ***C Work Environment***

1000 Friends of Oregon has an informal, collegial office atmosphere where humor is appreciated. However, the Executive Director, like all other members of the professional staff, is expected to work hard and must be willing to accept the usual conditions of public interest policy advocacy, including stresses that come with major responsibilities and external deadlines.

## ***About Portland***

The headquarters offices are in Portland, the national leader in smart growth in America. Portland is a midsized metropolitan area, which enjoys the benefits of over three decades of planned growth, including a lively and pleasant downtown, alternative transportation, easy access to the surrounding countryside, and many cultural activities.

Outdoor recreation is popular and accessible here. Portland is 15 miles from the Columbia River Gorge National Scenic Area, 60 miles from Mt. Hood (with 12 months of skiing), 75 miles from the Pacific Ocean, and 120 miles from the High Desert of Central Oregon. For more information about Portland, visit <http://www.portlandonline.com/>

## ***D How To Apply & Selection Process***

If you would like to be considered, please submit the following materials:

- cover letter addressing the qualifications;
- professional resume;
- a short article, op-ed, or excerpt from a publication that you have authored; and
- names and contact numbers for at least five professional references. They will not be contacted without your permission.

Please direct these materials (as well as any questions) to:

(Ms.) Robin Jennings  
Administrative Assistant  
1000 Friends of Oregon  
534 SW Third Avenue, Suite 300  
Portland, Oregon 97204  
T: 503-497-1000  
F: 503-223-0073

## ***E Application Deadline and Selection Process***

The application deadline is 15 May 2009, although especially qualified candidates are encouraged to apply at any time. The Board would like to fill the position by 1 September 2009. However, the position will remain open until the Board is satisfied it has found a superior candidate.

Candidates will be screened by a Search Committee composed of members of the Board of Directors, staff, and representatives of key allies. The final decision will be made by the Board of Directors.

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