

Executive Director Pacific Marine Conservation Council

Pacific Marine Conservation Council (PMCC) is a grassroots, non-profit membership organization of fishermen, scientists, and environmentalists finding common ground to sustain fisheries and healthy coastal economies. We seek an Executive Director to lead the organization in a new phase of growth and development. We desire a charismatic, articulate, and visionary Executive Director who is a team player and a strategic thinker.

PMCC was founded by coastal fishermen in 1997, and has since established a solid reputation for working within the Pacific Fishery Management Council process, and directly with NOAA Fisheries, to move the West Coast region toward ending overfishing, protecting essential fish habitat, reducing bycatch, and rebuilding overfished populations. The Board of Directors is economically and culturally diverse and includes commercial and sport fishermen, marine scientists, conservationists and community advocates. PMCC is recognized regionally and nationally for advancing marine conservation and conducting effective fishing community outreach, thereby interfacing fishing-dependent communities with healthy marine ecosystems.

In November 2005, the PMCC Board of Directors approved a strategic plan that builds on the successes of the Rockfish Rebuilding Campaign, and proactively addresses the most pressing marine conservation and community access issues in the California Current ecosystem. In addition, the Board has committed to an overall strategy to promote ecosystem-based management that fosters sustainable fishing communities through two new campaigns: a nearshore fisheries campaign and a sustainable fisheries policy campaign. PMCC currently has seven staff and contractors working out of three locations: Port Townsend, WA; Astoria, OR; and Arcata, CA.

Executive Director

The Executive Director is the chief executive officer of PMCC, with responsibility for shaping and administering all functions of the organization, including campaign oversight and strategy, staff oversight, financial management, and public outreach subject to direction from the Board.

The Executive Director reports to the Board, oversees lead staff and manages all personnel matters. He or she will have a clear commitment to PMCC's mission and guiding principles to achieve the following objectives:

- Grow a more diverse and stable funding base suitable for supporting a sustainable operation over time. This includes managing foundation relations, securing new public and private funding sources, and building fundraising plans that capitalize on board and staff strengths.
- Oversee and assess staff activities and performance.
- Align staff activities with specific campaigns.
- Develop, update and manage PMCC campaign plans.

- Develop and manage a plan to increase membership.
- Promote public awareness of PMCC through public speaking, the media and cultivation of positive relationships and active partnerships with community entities, leaders, peers and PMCC's membership.
- Maintain consistent communication with the Board of Directors and work with them to 1) uphold PMCC's mission and 2) support board development and involvement.
- Develop and manage the annual budget and long-range strategic operating plans.

Qualifications:

- Demonstrated management experience (e.g., conservation, community development or other comparable arenas) and the ability to motivate and organize people into effective teams.
- Experience with fundraising including cultivating and communicating with foundations and preparing proposals, managing grants and evaluating success.
- Demonstrated leadership abilities, especially a gift for inclusive team building while encouraging and expecting creativity, productivity and accountability.
- Demonstrated ability to bring together diverse people to work toward a common goal.
- Excellent diplomatic, interpersonal, writing and public speaking skills.
- Experience working in the non-profit sector is desirable.

Compensation: PMCC is offering a salary competitive with similar positions in the non-profit sector and adjustable depending on experience, and an excellent package of employee and health benefits.

Location: Office location is negotiable.

Deadline for applications: January 31, 2006. Please send:

- Resume
- Letter of interest stating why you are interested in the Executive Director position
- Salary history
- Names of three references with full contact information

Address correspondence to PMCC Search Committee via one of the following:

Regular mail: P.O. Box 59, Astoria, OR 97103

Email: Deborah@pmcc.org

Fax: (503) 325-9681

Please do not send applications in folders or binders of any kind.

For further information, please contact Deborah McEuen at (503) 325-8188 or consult PMCC's website at www.pmcc.org.