



Executive Director Search



Location

Seattle, WA

Posting Date

January 7, 2026

Applications submitted by February 4, 2026 Pacific time will be given full consideration

Interviewing is anticipated in Late February to Early March; early applications are strongly encouraged.

Salary Range

\$140,000-\$180,000

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Conservation Northwest seeks an experienced, committed and visionary Executive Director who will build on our organizational success as the conservation leader in the Pacific Northwest.

Since 1989, Conservation Northwest has been a trusted, collaborative voice for conservation. Our mission is to protect, connect and restore wildlands and wildlife from the Washington Coast to the British Columbia Rockies. We've successfully protected over 400,000 acres of essential habitat and played a pivotal role in recovering threatened species like wolves, fishers, and lynx.

After more than 30 years under its founding Executive Director, Conservation Northwest is positioned for its next chapter—financially strong, strategically focused, and ready to scale impact. The incoming leader will inherit a thriving organization with a dedicated 30-person team, engaged 15-member Board, \$5.1M annual budget, and 4,000 committed supporters.

The next Executive Director will build on this legacy of success, shaping the future of conservation strategy for the Pacific Northwest. Read on to learn more about this exciting leadership opportunity to make a lasting impact on the wild lands and wildlife of our Pacific Northwest region!

About Conservation Northwest

Conservation Northwest's bold, innovative, and science-driven approach has set new standards for effective, collaborative conservation in the Northwestern U.S. and British Columbia. We're guided by our values: **boldness in tackling complex challenges, pragmatism in finding solutions that work, collaboration across diverse constituencies, and integrity in our science and relationships.** We believe effective conservation requires both protecting what remains and actively restoring what's been lost—while centering the voices of tribes, rural communities, and wildland users.

As an experienced and pragmatic voice, Conservation Northwest influences policies and legislation that safeguard wilderness and wildlife for future generations. We've secured protections for state forests, advanced wildlife crossings on major highways, supported ranchers in reducing wolf-livestock conflicts, and championed Indigenous-led grizzly bear recovery. This work touches thousands of lives, weaving conservation deeply into the region's social, ecological, and political fabric.

Our work is powered by a passionate team bringing deep expertise in wildlife biology, forestry, policy advocacy, community organizing, and nonprofit management, and supported by a vibrant community of activists and supporters across the region.



Our Strategic Outlook

Conservation Northwest is a thriving organization with a strong track record of effective leadership and strategic impact. Our current Executive Director has been at the helm for over 30 years, establishing an organization that is financially and organizationally strong.

Building on our proven approach, the next leader will guide an organization positioned for significant and lasting impact across the Cascadia region, focused on opportunities that:



Shape the next generation of conservation strategy for the Cascades, the Pacific Northwest, and British Columbia



Strengthen collaborative partnerships with tribes, agencies, and other conservation allies



Foster organizational impact and staff excellence

Our programs

Protecting Core Habitat

Forest Field Program

Conducts on-the-ground forest and wildlife surveys, monitors federal forest projects, and advocates for science-based restoration and habitat protection in national forests.

State Forests

Works to secure long-term protections for legacy and older state forests, safeguard habitat, and influence Washington State's forest management decisions.

Wildlife Recreation Coexistence Program (WREC)

Reduces recreation impacts on wildlife through education, applied science, and policy advocacy that respects Indigenous values and Treaty rights. Our Wildlife Ambassador Project brings this work directly to visitors at high-use sites.

Connecting Habitat

Coordinating for Connectivity

Partners with transportation agencies and others to identify, improve, and secure habitat connectivity and mitigation sites, including support for wildlife crossings. Facilitate Indigenous stewardship of corridors across traditional and reservation lands.

Central Cascades Watersheds Restoration
Restores forest stands, floodplains, and wildlife habitat in key watersheds through thinning, signage, youth crews, and volunteer work to improve forest health and elk forage.

Cascades to Olympics and Safe Passage 97

Secures strategic properties to advance habitat connectivity across Interstate 5 and prepares to leverage federal funding for wildlife crossings where critical corridors meet Highway 97.

Sagelands Heritage Program

Promotes wildlife-friendly renewable energy siting, trust land transfers, virtual fencing, wetland restoration, and rancher partnerships to conserve shrub-steppe habitat.

Restoring Native Wildlife

Coast to Cascades Grizzly Bear Initiative

Supports Indigenous-led and collaborative efforts to recover grizzly bears in southwest British Columbia through research, planning, and community-based conservation.

Wolf Recovery Program / Northeast

Washington Wolf-Cattle Collaborative

Supports ranchers and range riders across large landscapes to reduce wolf-livestock conflicts and keep wolves and cattle safe.

Community Wildlife Monitoring Program

Leads one of North America's largest community-science efforts to monitor rare species through remote cameras and snow tracking, informing recovery planning for wolverines, fishers, lynx, wolves, and grizzly bears.



Role summary

The Executive Director serves as the strategic leader of Conservation Northwest, advancing our mission and vision in the Cascadia region through science-based programs and diverse partnerships. This role encompasses strategy development and execution, fundraising, advocacy, and organizational leadership, ensuring strong governance, financial stewardship, and lasting impact. The Executive Director is a visible champion for our mission, inspiring stakeholders and representing Conservation Northwest at regional, national, and international levels.

Key Responsibilities

Set organizational strategy and direction:

Shape the next generation of Conservation Northwest's strategy and significant tactics for the years ahead, building on our foundation while charting bold new directions for conservation impact in the region

Cultivate and steward major donors:

Develop relationships with major donors, secure gifts up to seven-figures, manage foundation and institutional giving, build corporate partnerships, and lead multi-channel fundraising campaigns and donor engagement events

Advance excellence in governance:

Support best practices in board governance, actively participate in board recruitment, orientation, and professional development, and strengthen board engagement to ensure effective strategic oversight and fiduciary stewardship

Ensure financial viability and performance:

Oversee budget creation, fiscal management, and compliance with audit standards; maintain financial oversight and transparency

Provide strategic leadership for program execution:

Guide implementation of key conservation initiatives in partnership with staff, board, and key stakeholders

Steward a healthy internal culture:

Model and support a culture of boldness, pragmatism, collaboration, reflective self-scrutiny, openness to feedback and growth, and respect for staff autonomy

Build and empower talented staff:

Foster a values-driven, inclusive organizational culture; lead talent development and performance management; cultivate excellence across distributed and remote teams; support staff growth and high performance standards

Advance policy and legislative influence:

Participate actively in Conservation Northwest's policy advocacy efforts, engaging elected leaders and government agencies in advancing science-based conservation priorities for Washington State and British Columbia

Lead strategic partnerships:

Represent Conservation Northwest in key relationships throughout Washington and the British Columbia Rockies, including partnerships with tribes, foundations, government agencies, legislators, and media, through regular travel and engagement across the Pacific Northwest

About you

The ideal candidate brings genuine passion for protecting wildlands and wildlife in the Pacific Northwest, combined with proven leadership experience in complex nonprofit environments. You are:

- **A visionary thinker with senior nonprofit management experience:** You bring a strong track record of strategic leadership across different organizational contexts
- **Fluent in environmental science and conservation:** You bring deep knowledge of ecological principles, current conservation science, and land management strategies; you can engage meaningfully with scientists, policymakers, and conservation professionals
- **Deeply familiar with the Pacific Northwest conservation landscape:** You have meaningful experience or connections in the region and a genuine commitment to residing in Washington State. You understand regional conservation challenges, opportunities, and stakeholder dynamics
- **A proven collaborator and coalition builder:** You have experience and success building partnerships across diverse constituencies, including nonprofits, government, tribes, private landowners, and communities. You are comfortable managing complex relationships and finding common ground
- **A successful fundraiser:** You have cultivated major donor relationships, securing institutional grants, and managing diversified fundraising efforts
- **Skilled in strategic planning and stakeholder management:** You excel at developing compelling organizational strategies, executing on ambitious plans, and engaging diverse internal and external stakeholders in owning and celebrating successes
- **Committed to fair, expansive and respectful inclusion:** You foster inclusive organizational culture and engage tribal communities in conservation work
- **An outstanding communicator:** You possess strong written, oral, and public speaking skills; you can articulate complex conservation concepts to diverse audiences and find authentic common ground with varied constituencies.



Compensation and Benefits



This is a full-time salaried position based in Seattle, WA, with flexible work arrangements available. This role will require flexibility to work occasional evenings and weekends, and to conduct travel throughout Washington State, the greater Pacific Northwest region and British Columbia.

Salary: Competitive salary commensurate with experience and qualifications, anticipated range **\$140,000 to \$180,000**, depending on background and demonstrated expertise.

Benefits: Conservation Northwest offers a competitive benefits package, including comprehensive medical, dental, and vision coverage; an employer-matched retirement savings plan; generous paid time off; and professional development funding to support continuous growth.

Recognizing that our staff thrive when they can take time to recharge and grow, all full-time employees are eligible for consideration in our professional development and sabbatical leave program after extended tenure.

How to apply

Apply here: <https://cloversearchworks.hire.trakstar.com/jobs/fk0zfg5>

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 your interest in and connection to CNW's mission and how your experience relates to our goals, mission, and vision for the future as described in this announcement.

Applications received by February 4, 2026 will be given full consideration; early applications are strongly encouraged. All applications will be acknowledged via an email receipt. Interviewing is anticipated to begin in late February/early March.

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



Sumi Bhat-Kincaid

sumi@cloversearchworks.com

Conservation Northwest is an Equal Opportunity Employer and is committed to building a diverse, equitable, and inclusive organization. We do not discriminate on the basis of race, color, creed, religion, sex, gender, gender identity or expression, sexual orientation, national origin, political ideology, age, veteran status, the presence of any sensory, mental, or physical disability, or any other characteristic protected by law. We actively encourage applications from individuals from underrepresented communities and backgrounds.



Clover Search Works facilitates leadership searches for nonprofit organizations whose missions strengthen communities. Clover is honored to be partnering with Conservation Northwest in this search.