



Job Posting

Position: Executive Director

Date: October 2008

Seattle Tilth seeks its next Executive Director to build upon the organization's 30 year history and commitment to transform the Seattle Metro Area into the Organic Gardening Capital of the World. We are the leading organic gardening education organization in the Northwest with over 300 program sessions for children and adults provided last year, delivered throughout the Seattle area. Seattle Tilth's programs teach the interconnectedness of people, the soil and their food. We want to contribute to the building of healthy communities where people feel and appreciate these connections, as well as learn holistic earth friendly gardening skills.

The next Executive Director for Seattle Tilth will arrive at an exciting and critical juncture in the organization's evolution as it pursues significant and innovative growth. This is an outstanding opportunity for an entrepreneurial, strategic, and results-driven leader to guide this transformation. Starting with a highly-respected organization, generous membership base, dedicated board, the next Executive Director will work in partnership with the Board and staff to achieve the following priorities:

- Lead the implementation of a strategic plan that is focused on increasing funding, enhancing and expanding programming, and continuing the work to elevate the organization's community profile.
- Provide leadership and direction for all of Tilth's current programs and new initiatives. Make careful decisions in collaboration with staff as to which issues/programs to address to expand educational programming and like minded organizational partnerships.
- Provide overall internal management, setting priorities and providing staff leadership to assure functional operations. Strengthen staff, governance, and administrative practices to enhance the mission of the organization.
- In conjunction with the Board's Development committee, ensure that the structure is in place to raise the necessary resources to support Seattle Tilth's activities. Cultivate, solicit and steward major gifts.
- Promote the organization's visibility through frequent, consistent interactions with membership, constituents, state and local officials, and the media.
- Integrating growing technology trends in business, education, outreach, and fundraising, including maintaining an active website, to achieve strategic results for Tilth.

Qualifications

The ideal candidate must be a true leader who embodies the integrity, dedication, and values that have sustained Seattle Tilth for over three decades. The Executive Director must be a skilled manager, capable of directing, motivating, developing, and inspiring staff while powerfully representing the organization; an ability to inspire trust, a proven ability to lead and facilitate with strong interpersonal skills and an ability to move from ideas to action.

Additional qualifications include but are not limited to:

- Bachelors Degree and minimum five years in a directly related position, preferably with a not-for-profit, with significant involvement in strategic planning, financial management, staff development, and communications.
- Goal-oriented but flexible management style which respects the capabilities and independence of staff but provides a clear sense of direction. Ability to inspire trust and organize and motivate teams.
- Professional environmental experience strongly preferred. At a minimum, some knowledge and ability to gain further expertise. Experience in environmental education desirable.
- Track record of successfully raising funds through individual donations and corporate, foundation and government grants. Demonstrated ability to grow relationships over time and build loyalty to sustain development initiatives.
- Outstanding interpersonal skills to work effectively with a wide variety of people at all levels of society. Demonstrated ability to work with volunteers.
- Excellent oral and written communication skills; ability to create clear and persuasive written communications. Strong public presentation skills.
- Intelligence, integrity, good humor, and a high level of energy.

We would appreciate interested individuals send a response to Craig Skipton, Board of Directors President, at craigskipton@gmail.com.

Thank you for your interest in Seattle Tilth!