



## MAZAMA EXECUTIVE DIRECTOR

### THE ORGANIZATION

Founded on the summit of Mt. Hood in 1894, the Mazamas is a nonprofit mountaineering education organization located in Portland, Oregon. The Mazamas promotes climbing, responsible recreation, and conservation values through outdoor education, advocacy, and outreach. The Mazamas evolved from being a climbing club in its early days, to functioning as a modern-day nonprofit organization in the 1950's. Today, we have over 2,300 active members supporting the mission of the Mazamas.

Characterized by a culture of dedication and volunteerism, this is an exciting moment in the history of the Mazamas as the organization has recently adopted a new governance structure that sets the stage for the Mazamas continued success and influence for decades to come. Currently, the Mazamas offer over 700 hikes, 250 climbs, and other outdoor activities annually. A variety of outdoor educational programs and activities are offered for every skill and fitness level and are open to both members and nonmembers. The Mazamas is governed by a Board of Directors and has five full time staff members.

The greater Portland, OR area is one of the most desirable and appealing places in the country in which to live, work and play, perennially appearing in national rankings of the best places to live. Oregon is renowned for its natural beauty, unparalleled outdoor recreation opportunities, topography that ranges from Pacific Ocean beaches to majestic mountain ranges, and temperate climate. For more than a century, the Mazamas have played a key leadership role in promoting and protecting this amazing landscape and the future holds endless opportunities to expand this work for the benefit of all Oregonians.

For more information, please follow the links below:

- [Current Mazamas Programs](https://mazamas.org) (mazamas.org)
- [Back issues of Mazama publications](https://issuu.com/mazamas) (issuu.com/mazamas)
- [Detailed History of the Mazamas](https://mazamas.org/history) (mazamas.org/history)

### OPPORTUNITIES FOR IMPACT

With the recent approval of a new governance structure, the Mazamas are poised for growth. Previously membership was restricted to those who could demonstrate prior mountaineering experience. Now, for the first time in its history, anyone who wants to experience the mountains with no prior mountaineering experience can join the Mazamas. Working in partnership with the Board of Directors, the Executive Director will drive the development of a new strategic vision and define the pathway for deepening the impact of the Mazamas in the mountain community.

As the organization's programs and its impact on the community continue to grow, the Executive Director will have the opportunity to evolve the business model, improve and expand facilities, and position the operational structure of the organization for growth. This will include engaging with volunteers and members who are dedicated to the continuous improvement of programs and activities, to developing new sources of revenue, and to creating a diversified fundraising strategy for long-term financial viability. The organization's newest programs focused on youth and community are growing year after year and are leading the way to getting a younger and more diverse population excited about the outdoors and engaged with our nonprofit organization.

### THE ROLE

First and foremost, the Mazamas are seeking an Executive Director with a genuine passion for the mission of the organization as demonstrated by personal interests and activities, professional and volunteer experience, and



board leadership experience. Working closely with the Board of Directors, the Executive Director will guide the Mazamas senior leadership team. To begin, this individual will manage three direct reports and the hiring of one to two new staff which we anticipate as necessary to meet future goals.

The future Mazama Executive Director should have strengths among the following areas:

- An ability to develop a strategic vision based on an understanding of what makes the Mazamas distinctive with the management savvy to execute that vision in a practical and inspiring way
- Expertise in utilizing the strengths of volunteers and staff to achieve goals
- An effective communicator in diverse settings, ranging from large groups to one-on-one conversations; a capacity to connect with and relate to Mazama members and members of the broader climbing and outdoor community on a personal level
- An excellent listener, with strong empathy, a sense of humor, self-confidence, and the ability to understand others' viewpoints, while working towards building consensus
- Comprehensive nonprofit knowledge and experience in roles which included programmatic, operational, and governance responsibility for organizations and their infrastructure
- Significant experience with budgeting, financial oversight, operational cash flow, and long-term fiscal viability
- Track record of planning, monitoring, and executing operational plans
- Ability to inspire, lead, and mentor a diverse staff and volunteers
- Understanding of local and federal requirements that impact outdoor access and activities
- Proven experience in donor stewardship, legacy giving, making the ask, grant writing and event management
- Values and brings authenticity to diversity, equity and inclusion efforts with members, staff, and board

- An ability to expand the Mazama community of support, partnering with underserved, under-represented, and non-traditional group
- Experience overseeing maintenance and operational plans for facilities like a headquarters building and/or mountain lodge

## POSITION DETAILS

The Executive Director is a full time role that primarily works on-site at the Mazama Mountaineering Center, however the Mazamas place a high value on work-life balance and support flexibility for some remote work.

The Mazamas offer an industry competitive compensation package, with an annual salary range for this position of \$100,000 to \$115,000. The Mazamas offers desirable benefits such as medical and dental insurance, the opportunity to participate in retirement plan, and a generous PTO package.

To apply please send your resume along with a cover letter to [edsearch@mazamas.org](mailto:edsearch@mazamas.org). No phone calls please.

Application deadline is March 31, 2023