

Executive Director



The Organization

Founded in 1894 on the summit of Mt. Hood, the Mazamas is a nonprofit mountaineering education organization located in Portland, Oregon that promotes climbing, responsible recreation, and conservation values through outdoor education, advocacy, and outreach. Over the years, the Mazamas has evolved from the industrialist roots of its founders morphing into more of a climbing club in the 1950s, then becoming a modern-day nonprofit organization that serves thousands of individuals and over 3,700 members.

Characterized by a culture of dedication and volunteerism, this is an exciting point in time at Mazamas as the organization celebrates 125 years of success and influence. Currently, the Mazamas offer over 700 hikes and 350 climbs annually. A variety of classes and activities are offered for every skill and fitness level and are open to both members and nonmembers. The Mazamas is governed by a nine-member Executive Council (i.e., Board of Directors), has an operating budget for the current fiscal year of approximately \$1.3M and there are ten (10) staff positions budgeted.

A three-year Strategic Plan – Mazamas2020 – lays out a pathway for scaling the organization and deepening Mazamas' impact across five areas of focus: Education Opportunities; Activities & Events; Stewardship & Advocacy Efforts; Youth & Community Outreach; and Promoting & Protecting mountain culture.

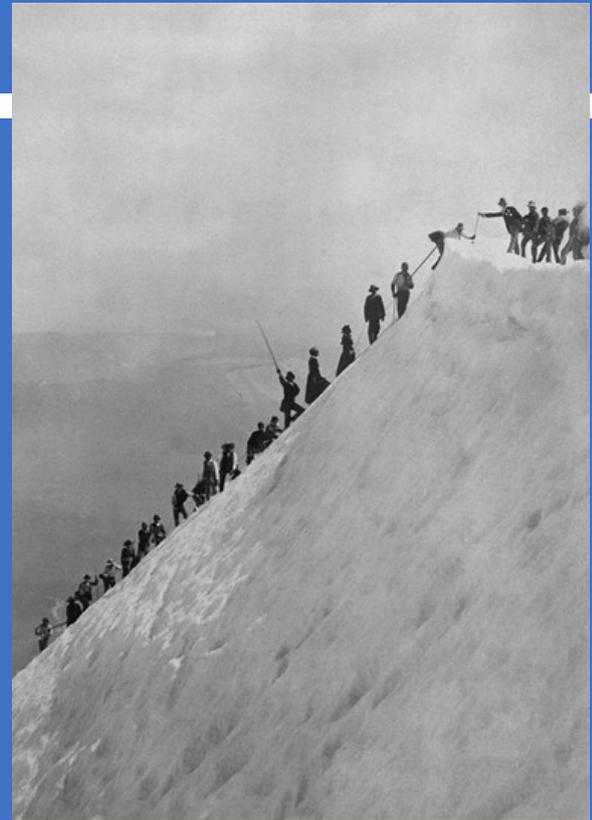
The greater Portland, OR area is one of the most desirable and appealing places in the country in which to live, work and play. The state of Oregon is renowned for its natural beauty, unparalleled outdoor recreation opportunities, topography that ranges from Pacific Ocean beaches to majestic mountain 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 untold opportunities to continue and expand this work for the organization.

For more information, please follow the links below.

[Current Mazamas Programs](#)

[Back issues of Mazamas publications](#)

[Detailed History of Mazamas](#)



Mazamas on Mt. Hood - 1894



Ice Climbing -2019



The Position

Led by the new Executive Director, the Mazamas organization is uniquely poised to aim even higher, strive for broader impact, and make a lasting difference for the community. Reporting to and working under the general guidance of the Executive Council, the Executive Director acts as the Chief Executive Officer of the Mazamas and is responsible for the overall management of the Mazamas in accordance with its mission, vision and Strategic Plan. This includes playing a leadership role in developing a long-term vision for the organization, continual strategic planning efforts, operational planning, and driving the organization toward results.

Opportunities for Impact

Oregon is a leader in the nation on recognizing and promoting Outdoor Recreation as a significant economic driver. Organizations spanning the public, private and nonprofit sectors are partnering together to invest in this effort in order to leverage previously disparate, individual efforts into broader collective impact. You can learn more about the Oregon Outdoor Recreation Initiative by [clicking here](#).

With 125 years of history and impact, the Mazamas approach these issues from the user and access perspective speaking with a unique, trusted, and valued voice for policy makers from both sides of the aisle. This provides the new Executive Director with a solid foundation on which to build and further amplify the work and impact of the Mazamas for years to come.

The Mazamas' newest programs focused on youth and community are growing year after year and are leading the way to get a younger and more diverse population excited about the outdoors and engaged with Mazamas. As the Mazamas' programs and impact continue to grow in the coming years, the Executive Director will have the opportunity to evolve the business model, improve and expand facilities, and position the operational structure of the organization to scale up. This will include engaging with the most active volunteers/members who are dedicated to both growth and continuous improvement of programs and activities, help identify new sources of revenue and work with the Development Director to solidify a diversified fundraising program for long-term financial viability, and continue to enhance the Mazamas' library and artifact collection in order to preserve these priceless historical pieces and the stories they tell for future generations.



The Profile

First and foremost, the Mazamas are seeking a new Executive Director with a genuine, authentic passion for the mission of the organization as demonstrated by personal interests and activities, professional experience, volunteer experience, or board leadership experience. In addition, the preferred candidate possesses experience in a leadership role in a nonprofit organization focused on the outdoors, mountaineering, environmental education, recreation, conservation, or a related field, or managing a department, division, or program of significant size. This includes experience with fundraising, and exposure to public speaking and advocacy.

The Executive Director is capable of building relationships with a diverse group of other organizations, businesses, and government, and enlisting partners to meet the Mazamas' mission. They are also able to engage with new and diverse communities with humility and curiosity to make Mazamas accessible to new audiences and advance the Mazamas' diversity, equity and inclusion work. The Executive Director effectively communicates their personal passion, and the Mazamas' passion, for the outdoors and the mountains with those outside the organization who share this enthusiasm.

As the chief executive of the organization, the Executive Director must possess business acumen, as well as expertise in budgeting and financial management. The Mazamas are seeking an individual with personnel management and supervisory experience coupled with the ability to balance strategic level leadership with effective operations management. They must also be an experienced change manager who is adept at motivating and influencing people throughout the organization to embrace and accept change.

Possessing high emotional intelligence, the preferred candidate brings the capacity to be aware of, control, and appropriately express emotions, and to handle interpersonal relationships judiciously and with empathy. Given the structure of the organization and Mazamas reliance on high-level contributions from members to deliver programs, the Executive Director must effectively engage, motivate, influence, and recognize volunteers. An accomplished relationship builder, the Executive Director is approachable, welcoming and accessible with strong interpersonal, listening, coaching and mentoring skills. The Executive Director is a direct and proactive communicator, patient with process and consensus building, consumer focused and able to cultivate an environment of innovation and continuous improvement.

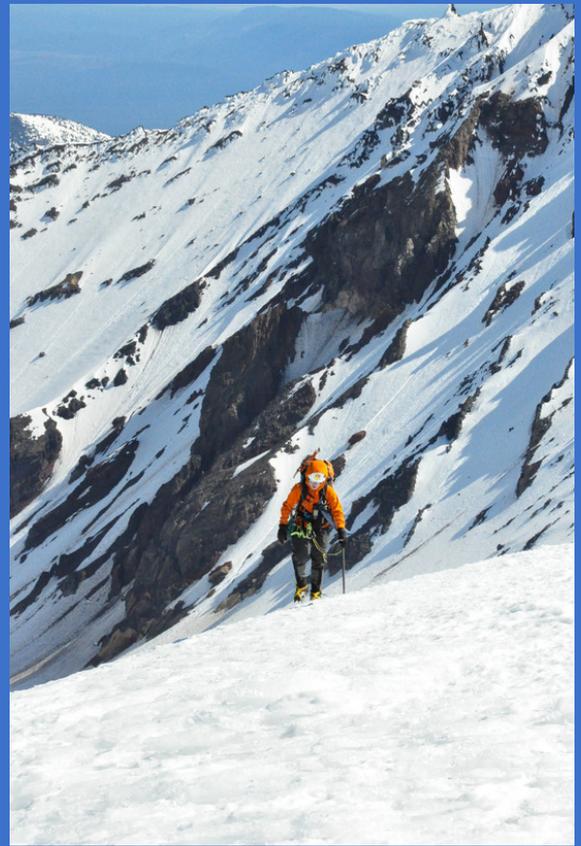


Qualifications

The Executive Director will be passionate about the outdoors and be committed to the Mazamas' mission. All candidates should have proven leadership, coaching and relationship management experience ideally with experience reporting to or working closely with a volunteer Board of Directors.

Preferred concrete, demonstrable experience and other qualifications include:

- Bachelor's degree or equivalent, with at least 5 years of senior management experience; track record of effectively leading a performance and outcomes based organization and staff.
- Ability to point to specific examples of having taken an organization through significant culture change and to the next stage of growth.
- Excellence in organization development and management with the ability to develop high performance teams, coach and manage staff, set and achieve strategic objectives, develop a budget, and effectively manage organization finances.
- Demonstrated ability to work effectively in collaboration with diverse groups of people.
- Experience with fundraising and the ability to engage, steward and cultivate donors.
- Past success in governance and working with Boards of nonprofit organizations.
- Marketing, public relations, and/or communications, experience with the ability to engage a wide range of stakeholders and cultures.
- Experience working with government agencies and in partnership with like-minded organizations on advocacy, and diversity, equity and inclusion outreach efforts.
- Ability to craft, hold and communicate a vision.
- Effective written and verbal communications skills.
- Experience in program development and implementation, identifying new opportunities to generate revenue, and facilities management.



To Be Considered

The Mazamas is a progressive employer and is committed to a policy of equal employment opportunity for all. Mazamas and The Valtas Group embrace diversity of thought and personal experience, and encourage members of underrepresented groups to apply.

For immediate consideration, please submit a resume and cover letter of no more than two pages here. Questions can be directed to Mr. Ed Rogan, Senior Consultant, The Valtas Group at ed@valtasgroup.com or by calling 206.697.8428. The position is open until filled. Candidate review is ongoing and begins immediately. Please respond as soon as possible.

