



EXECUTIVE DIRECTOR JOB ANNOUNCEMENT

The Western Association of Fish and Wildlife Agencies (WAFWA) is seeking an Executive Director. This position reports to WAFWA's Board of directors and is based at the headquarters office in Boise, Idaho. The Executive Director is responsible for the successful leadership and management of WAFWA, a nonprofit corporation, and its affiliate organizations - the Foundation for Western Fish and Wildlife, and the Species Restoration Foundation. The Executive Director must be willing to operate within the strategic direction set forth by WAFWA's Board of Directors. He or she, must also be able to adapt to a continually evolving environment and thrive in an deadline-oriented workplace, while overseeing multiple projects and initiatives, and managing an onsite and remote workforce currently consisting of 18 permanent staff and numerous independent contractors. Occasional work outside normal office hours and periodic out-of-state travel are required.

Minimum education is graduation from an accredited college or university with a Bachelor's degree in resource management – including fish and wildlife, natural resources, or range, biology, zoology or related field; or, graduation from an accredited four-year college or university with a Bachelor's degree in business administration, public administration or related fields. Preferred qualifications would include a Master's degree in these same disciplines.

The Executive Director must have at least 12-15 years of broad professional management experience, including at least five years of experience at the executive level, preferably in an agency or a nonprofit organization with a budget of at least \$10 million. The Executive Director should ideally have intimate knowledge concerning leadership and management principles, as well as human resources, financial and project management experience for a complex agency or nonprofit entity with multiple funding sources including government (federal and state) contracts and an affiliate structure with diverse program areas delivered. Experience in gathering, evaluating and summarizing information and making actionable recommendations to senior leadership, is also preferred.

The salary range for this position is commensurate with experience.

Read the [full job description here](#) for additional information about this position.

Application deadline is December 1, 2018.

Interviews will be conducted on January 3, 2019, in Tucson, Arizona. Hiring decision will be made prior to the end of January 2019.

Start date is April 1, 2019.

Applicants should submit the following:

- A cover letter that addresses interest in the position and belief in the conservation and management of fish and wildlife resources.
- A resume with a minimum of three references.
- Two or more substantive writing samples of work already completed – published or not.

All material should be sent in electronic format (single PDF preferred) to Larry Kruckenberg, WAFWA Executive Secretary, at larry.kruckenberg@wafwa.org. Any questions concerning this position should also be directed to the Executive Secretary.

Since 1922, the [Western Association of Fish and Wildlife Agencies](#) (WAFWA) has advanced conservation in western North America. Representing 24 western states and Canadian provinces, WAFWA's reach encompasses more than 40 percent of North America, including two-thirds of the United States. Drawing on the knowledge of scientists across the West, WAFWA is recognized as the expert source for information and analysis about western wildlife. WAFWA supports sound resource management and building partnerships at all levels to conserve wildlife for the use and benefit of all citizens, now and in the future.