

About the Agency

The Puget Sound Clean Air Agency's (PSCAA) mission is to "work together to clean the air we breathe and protect our climate through education, incentives and enforcement." As a leading voice in air and climate protection initiatives the agency stands at a critical moment in its history. Fine Particles, Ozone, Air Toxics and Climate change are the organization's strategic priorities. There is unprecedented interest across political, social, and economic sectors in taking action to address these issues and this is a unique opportunity for a passionate and savvy executive to play a pivotal role in addressing these priorities and challenges.

PSCAA is a special-purpose, regional public agency chartered by state law in 1967. The agency works in partnership with Federal, State and local agencies and an array of private and non-profit organizations. PSCAA's jurisdiction covers King, Kitsap, Pierce and Snohomish counties, spans 6,300 square miles and is home to more than 3.5 million people — over half the state's population.

The agency is governed by a Board of Directors which is comprised of elected officials or their designees from each of the four counties, a representative from the largest city in each county, and one member representing the public-at-large.

The agency also has an Advisory Council comprised of individuals representing large and small businesses, education, transportation, health, tribes, fire officials, the environmental community, ports and the public-at-large.

In the 43 years of the Puget Sound Clean Air Agency's existence, significant progress has been made to clean the air, largely through controls on business and industry, technology changes such as cleaner vehicles and certified wood stoves, and voluntary initiatives like the award-winning Diesel Solutions Program. While compliance is important, education and incentives have paved the way for people making cleaner choices -- taking the bus and train more often, converting fireplaces to natural gas or propane, replacing old uncertified wood stoves, using electric yard equipment and choosing low-emission, fuel-efficient cars.

But there is plenty of work yet to do. Growth is one of the biggest issues facing the region, affecting mobility, the price of housing and air quality. Even though technology has led to cleaner cars, there are more of us driving more and more miles all the time -- about 80 million miles per day in the four-county region alone. In addition, it is anticipated there will be a tightening of federal air quality standards. That adds up to some real challenges.

In this context, the new Executive Director will be the architect who will gather the Agency's powerful resources, strong stakeholder relationships and professional staff to transform the Puget Sound Clean Air Agency as it responds to this highly dynamic landscape and build upon the Agency's greatest strengths.



APPLICATION PROCESS

Persons interested in this position should submit the following information:

1. A letter of interest specifically addressing the qualifications mentioned in this announcement.
2. A current resume.
3. Salary history

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled. In order to be considered for the first round of interviews please submit your application materials by April 29, 2010 to marissa@karrasconsulting.net or by fax to 360-956-1348.

The Puget Sound Clean Air Agency is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance. Please contact us at (360)956-1336 as early as possible regarding any assistance you may require.

COMPENSATION

The annual salary mid-point for this position is \$160,524. Benefits include a public transit subsidy, comprehensive medical, dental, vision and life insurance, public employee retirement system contributions, holiday, vacation and sick leave.

Nature and Scope of Position

The Executive Director is the Puget Sound Clean Air Agency's highest ranking staff member, responsible for strategic and inspirational leadership as well as overall operational management of the Puget Sound Clean Air Agency and its 70 staff, who are organized in three primary divisions and managed through a senior staff leadership team. The Executive Director reports to a nine-member Board of Directors and serves as a key external face of the Agency, responsible for productive relationships between the Agency, the State Department of Ecology, the EPA and the Legislature. The Executive Director also leads the staff in its strong partnership with the Agency's invaluable Advisory Council.

The Puget Sound Clean Air Agency has long been at the forefront of the clean air movement, usually ahead of the curve in raising and addressing issues of scientific, technical and social concern and influencing decision making at local, state, and national levels. As the leader of the Agency, the Executive Director must set a standard by intellectually and emotionally engaging people at all levels – from top policy makers to local constituents – and doing so in a wide range of settings and through various media. The new Executive Director will lead the Puget Sound Clean Air Agency in keeping its profile fresh, powerful, effective, dynamic, and nimble.

For this unique and important role, the Puget Sound Clean Air Agency seeks a dynamic, highly credible, unifying leader who is deeply committed to the Agency's mission and legacy. Currently the Agency is experiencing a significant loss of management level technical expertise. The next Executive Director must have the ability to quickly learn the science of air quality or already have technical expertise. The greater and broader a candidate's knowledge of air and environmental issues, the better. Political acumen and proven advocacy experience are essential. Candidates should bring strengths in both external relations and high level internal management, with an ability to balance the two.



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Desirable Qualifications

A bachelor's degree from an accredited institution of higher education and at least seven years in a senior leadership role within a substantial and complex advocacy organization, government agency or for-profit corporation involving leading a diverse staff and management of significant funds.

Performance Dimensions

Strategic Planning:

- *Provide visionary insight:* Be able to translate big picture vision and goals into both long and short range plans that are comprehensive, realistic, effective and meet legal requirements. Identify key opportunities resulting from the intersection of external events (political, social, economic, demographic, environmental) to develop and strengthen the Agency's effectiveness.
- *Manage Change:* Oversee the change management process, including successful communication strategies, involving others in the implementation of change and monitoring and reinforcing process and success. Create an environment that encourages original and innovative solutions.
- *Think/Look Ahead:* Be ahead of the curve on federal, state and local requirements and initiatives and how they impact the agency.
- *Think strategically:* Visualize what might or could be, as well as day-to-day strategic approach to clean air and environmental issues and challenges.
- *Fearless commitment to vision:* Create and communicate a vision that is aligned with the strategy and direction of PSCAA. Clarify other's involvement in the vision, inspiring a sense of energy and ownership, creating a culture of high performance and recognizing the efforts of others.

Communication:

- *Inspire trust:* Communicate honestly, be consistent, follow through on commitments, create an atmosphere of integrity, marked by fair respectful behavior.
- *Speak and write effectively:* Explain direction and ideas with conviction in all settings; formal presentations, one-on-one and small and large meetings.
- *Listen to others:* Employers, managers, peers, partners, customers, Board and Advisory Council members.
- *Promote open communication:* Maintain an environment where communication is open and direct, encouraged, rewarded and relevant.

Leadership:

- *Lead courageously:* Continuously build and defend the strength, reputation, and leadership of the PSCAA. Engage, motivate, and inspire a broad range of internal and external stakeholders around shared vision and mission. Demonstrate principled leadership, personal courage and decisiveness.
- *Build talent pools:* Hire, mentor, develop, and manage staff. Continue to build and reinforce a cohesive, dedicated, highly effective senior team.
- *Influence others:* Garner support, negotiate persuasively and create positive outcomes.
- *Coach and Develop:* Forge partnerships, inspire commitment, grow skills, promote persistence and shape the workplace environment.
- *Foster collaboration:* Provide the tools, systems and resources that create a supportive environment for working as a team. Understand the different roles of the staff, Board and Advisory Council.
- *Strive for results:* Set high standards of performance, be bold, pursue aggressive goals and persist in the face of obstacles.

Stakeholder Relations and Collaboration:

- *Drive effective external communications:* Develop and nurture mission-critical relationships with other State, Federal and local agencies; the legislature; business and civic leaders; political figures and media.
- *Build consensus:* Collaborate with traditional and non-traditional partners.
- *Marshal support:* Coordinate and cooperate with individuals and groups having divergent viewpoints and needs.

About Puget Sound

Spectacular natural surroundings, world-class education systems, thriving urban centers, vibrant neighborhoods and a lively arts and culture scene are just some of what makes Puget Sound a great place to live. Ringed by snow-capped mountain peaks, crisscrossed by fresh and salt waterways, home to urban centers, small cities and vibrant neighborhoods, the Puget Sound region is a commercial center and a major hub for trans-Pacific and European trade. Some of the world's most successful and innovative companies are located here, including Microsoft, Starbucks, Amazon, Costco, Intel, Paccar, Weyerhaeuser, Nordstrom, Boeing and many more. Outdoor activities are especially plentiful given the area's natural beauty and mild climate. Hiking in the Olympic or Cascade Mountains, kayaking in Lake Union, or cycling on one of many rails-to-trails paths are just a few of the options available. Washington is viewed as a progressive and innovative state where people are outgoing and friendly.

