



TITLE: Executive Director

Job Type: Permanent, full-time; exempt

Salary: \$90,000-100,000 annually, depending on experience

Supervised by: Board of Directors

Location: Portland, OR. Hybrid, primarily in office.

Desired start date: January 2026 (with flexibility for an earlier start date)

Benefits: Medical, dental, 3% contribution to 403(b) retirement plan, generous vacation, sick and holiday leave

About Bark

Bark's mission is to transform Mt. Hood National Forest into a place where natural processes prevail, where wildlife thrives, and where local communities have a social, cultural, and economic investment in its restoration and preservation.

Bark has over 25,000 supporters who connect with and rely on the public lands surrounding Mt. Hood.

At Bark, we prioritize connection to place and believe in the transformative power of people who are directly engaged in the issues that affect their lives. We recognize that our communities rely on a thriving and diverse ecosystem. It is our responsibility to build reciprocity into our interactions and relationships with the land on which we live. We strive for an organizational culture that is transparent, inclusive, and collaborative, where volunteers, staff, and board members work together to bring the Bark vision to life.

In its 26th year, Bark is undergoing an exciting evolution toward an environmental justice framework in our work to restore and defend Mt. Hood National Forest. Our next leader will help further that evolution and our mission by **taking the lead on setting and directing our**

programmatic vision and advocacy focus, strengthening our organizational culture and infrastructure, ensuring sustainability and growth by leading robust fundraising strategies, and, in partnership with the Board of Directors, updating our long-term strategic vision, goals, and positioning. Our next leader will also understand that behind every great organization is a supported and well-resourced staff team. Our leader will possess the courage and creativity to listen to, represent, and lead this team with conviction, compassion, and a genuine heart.

About the Opportunity

Over the past 26 years, Bark has secured multiple victories against unacceptable timber projects and other threats that would have damaged the ecology of the Mt. Hood National Forest. We have worked tirelessly to defend the wildlife and communities that rely on this cherished landscape. In 2025, public lands like this iconic national forest are facing emerging threats from the extractive industry and rapidly changing federal agencies. Bark seeks an Executive Director with strong visionary and highly collaborative leadership skills who can steer this organization toward success and generate more wins in this critical time. Bark's team is committed, passionate, and composed of experienced staff members, along with an engaged, talented, and motivated Board of Directors. Bark has energetic and engaged volunteers who are active stakeholders in our work. We strive for an organizational culture that is transparent, inclusive, and collaborative, where volunteers, staff, and board work together to realize Bark's mission.

Duties and Responsibilities

Advocacy & Organizing Strategy

- Sets and directs Bark's advocacy goals and program strategy
- Supports staff to implement community organizing principles and build people power to protect Mt. Hood through an environmental justice lens
- Stays up to date on key policies, agencies, and other actors related to Mt. Hood's health and future
- Connects Bark with local and relevant national environmental justice efforts, identifying and participating in relevant coalitions or coordinated actions to advance Bark's work
- Represents Bark to the broader public

Values-Based Organizational Development

- Guides Bark's evolution into a demonstrably anti-racist organization, which is reflected throughout our programs, partnerships, advocacy, and organizational culture as an employer.
- In partnership with the Board of Directors, leads a collaborative strategic planning process to identify key goals for the next several years; leads strategic planning updates and keeps the strategic plan alive within the organization; ensures that overall day-to-day operations are aligned with strategic goals.
- Creates program strategies to ensure Bark follows through on our commitment to environmental and racial justice.
- Oversees and the development and maintenance of an equitable staff management structure, systems, processes, policies, and mechanisms of accountability.

Non-Profit Management

- Ensures the organization is upholding its mission, vision, strategic efforts, and operates legally within all federal, state, and local laws; ensures compliance for maintaining Bark's tax-exempt status including financial reporting and scope of activities.
- Ensures organizational sustainability and relevant growth by overseeing budget development and ongoing monitoring; ensures best practices of fiscal management are executed
- Ensures good relations with the Communications Workers of America (CWA) through negotiating and upholding the Collective Bargaining Agreement that represents Bark's outreach staff.
- Works closely with the board of directors, providing regular updates, and supporting their governance responsibilities.

Fundraising

- Serves as the primary spokesperson and most prominent fundraiser for BARK. Brings enthusiasm and excitement when speaking or presenting at gatherings, events, and conferences or with individual donors with a goal of engaging new and existing donors and funders.
- With the Director of Community Engagement and Communications, creates, supervises, and executes strategies to sustain and expand community investment, including individual giving (annual giving and major gifts), corporate donations, and foundation grants.
- Uses a community-centric fundraising approach to achieve the organization's community investment goals.
- Plays an active role in the Development Team's goal-setting, work-planning, activities, and assessment. Engages in major donor cultivation, solicitation, and stewardship as well as grant writing as needed.

Supervision and Staff Management

- Leads the development and maintenance of a healthy organizational culture, in which relationships are tended and staff are supported.
- Supervises 4 staff

Required Qualifications:

8-10 years of progressively responsible professional roles

Demonstrated senior-level experience (4+ years or its equivalent) **in at least 2** of the following areas (all 3 are strongly preferred):

- Conservation policy: understands the structures, flow of work, and opportunities for influencing key agencies and decision makers regarding land management and environmental stewardship
- Community organizing: experience working with and mobilizing diverse communities to advance a shared interest or goal
- Environmental justice: experience supporting or partnering with diverse groups that are applying an intersectional or race & class analysis to environmental campaigns and goals

Demonstrated senior-level experience (4+ years or its equivalent) in the following areas:

- Nonprofit development and fundraising, including one or multiple of these areas: annual giving, major giving, corporate giving, and foundation grants;
- Nonprofit operations, including financial management and budget development, human resources, and nonprofit boards;
- Staff management: experience managing the full employment-cycle of staff, from onboarding to exit; experience supervising staff with various levels of experience
- Cultivating strong relationships with movement partners, community members, funders, and donors

Desired Attributes

- Familiarity and experience working with government entities, including state of Oregon and/or federal bodies
- Inspiring, confident, and clear public speaker
- Campaign planning experience
- Experience negotiating and working with unions
- Communication and relationship management skills, including comfort with conflict resolution and knowledge of policies and practices for creating an equitable workplace.

How to Apply

Please submit a resume or curriculum vitae accompanied by a brief cover letter that explains how your skills, experience, and background align with our needs and why this position is of interest to you to hire@bark-out.org. Please write "Executive Director" in the subject line of the email. No phone calls or walk-ins, please. To learn more about Bark, visit www.bark-out.org. This position is open until filled and applicants are encouraged to submit their materials early. You will be notified if the Selection Committee wishes to pursue your candidacy.

Applications received by September 2 will be given priority consideration. We aim to have the position filled by January 2026, with flexibility for an earlier start date.

Equal Opportunity

Bark is an Equal Opportunity Employer and is especially excited to explore what different leadership could mean for our work. If you have a passion for conservation and this job description resonated with you, we encourage you to apply.