



COFSF Central Oregon
Forest Stewards
Foundation

Central Oregon Forest Stewardship Foundation (COFSF)

Executive Director

Opportunity

The need for forest restoration has never been more urgent. Now is the time to act! COFSF seeks a visionary, passionate leader, interested in transforming our regional approach to forest restoration. Building on over 12 years of success, COFSF's exciting new programs address issues including climate change, shared stewardship, and collaborative forest restoration. If you are interested in a purpose-driven career, we invite you to consider joining our team and to be a part of changing the world!

Position Overview

Title: Executive Director Location: Bend, Oregon
Type: Full-time Benefits: Health Insurance, 10 days PTO per year
Website: <https://cofsf.org/> Salary Range: (\$80-\$100K) pending qualifications

Skills and Personal Attributes

We are seeking an Executive Director who is a strategic leader, able to inspire partners and staff and unify disparate groups to work toward a common mission. The ideal candidate integrates planning with action to move the dial on complex and challenging natural resource issues. This work requires cultivating and maintaining trust-based relationships. We seek someone who understands the needs of the Central Oregon community and is well-informed and connected to ongoing local forest restoration initiatives.

We are looking for an Executive Director who:

- Is a strategic thinker, highly organized planner, and able to see emerging needs and opportunities.
- Is flexible, adapting organizational priorities efficiently as new opportunities and challenges emerge.
- Engages in systems-oriented management, enhancing organizational processes.
- Is proactive and action-oriented, taking initiative to identify needs and address them.
- Can manage internal and external partners and teams to accomplish work in a timely manner.
- Is an exceptional communicator with strong verbal and written communication skills.
- Is knowledgeable about climate change and passionate about developing local solutions.
- Values diversity and contributes to creating an inclusive working and learning environment.
- Has a demonstrated ability to work in complex, multi-dimensional arenas including effective work with a broad array of organizations, individuals, personalities, values, and interests.



Desired Qualifications

Management Skills (2+ years of non-profit management and supervisory skills)

- Nonprofit management skills, including budget and grant management, board development, and operational planning.
- Demonstrated ability to develop and maintain organizational policies and processes, including financial accountability systems.
- Ability to manage and inspire internal and external teams.
- Experience cultivating collaborative working environments in an interdisciplinary, multijurisdictional environment.

Natural Resource Experience (2+ years of experience in a natural resource-related field)

- Deep understanding of the ecology, economics, and social elements of forest restoration on federal, state, and private lands.
- Experience engaging with the Forest Service planning and implementation processes.

Funding and Development (2+ years of fund development and grant writing experience)

- Demonstrated ability to secure grants and cultivate diverse funding streams.
- Experience cultivating private-public partnerships and developing shared programs and initiatives that transcend property boundaries and integrate multiple resources.

If you do not meet the qualifications under education/ experience, we encourage you to apply anyway. Explain in your cover letter why you are the best candidate for the position

In your application cover letter, please highlight what motivated you to reach out to the COFSF versus other opportunities. The COFSF is an equal-opportunity employer and we are committed to building a diverse team. If you are deeply committed to our mission, and capable of rapidly accelerating our outcomes, we would love to meet with you.

Please send cover letter, resume, and three professional references
to: Kelly.Janes@chippercreek.com