



## COMMUNITY ENGAGEMENT LEAD

Over a decade in the making, Waterfront Seattle is a once-in-a-generation opportunity to fulfill the public’s vision for our city’s waterfront: beautiful public spaces for all, a salmon-friendly seawall, and year-round activities for culture, education, and fun. Seattle’s future waterfront will be a lively mixing ground for our community while nurturing our nearshore environment.

**Friends of Waterfront Seattle** (“Friends”) is the nonprofit partner to the City of Seattle responsible for helping to fund, build, steward, and program the park – today and into the future. In addition to raising \$110M by 2024 to fund park construction, Friends will support the ongoing operations of the future Waterfront Park through a joint delivery partnership with Seattle Parks & Recreation. Park construction begins after the Viaduct's removal and the first piece of the park — Pier 62 — will open in early 2020.

Friends is looking for an experienced **Community Engagement Lead** to build and lead the team responsible for community engagement for the development of inclusive park programming that creates a ‘Waterfront for All.’ The Community Engagement Lead will provide the strategic direction on community engagement for inclusive park programming goals, lead community engagement by executing strategies created collaboratively across the organization, provide leadership and direction for the newly created Friends Equity Team, and contribute to community program development. Additionally, the Community Engagement Lead will partner with the Marketing team to build and lead the outreach and partnerships work for Friends.

## ROLE RESPONSIBILITIES

Below is a summary of key role responsibilities. Additional responsibilities may be assigned as needed.

- Design, implement, and manage strategy to engage diverse constituencies of community groups and stakeholders around park programming.
- Develop and maintain positive and professional relations across multiple internal and external stakeholders including neighborhood and community organizations, labor, business, property owners and the general public in support of the future Waterfront Park and Friends initiatives.
- Operationalize community input through the Park Programming Panel and other community advisory groups as developed.
- Build on existing work, evolve and manage the Friends Equity Team.
- Identify audiences and consider diverse perspectives to develop outreach opportunities to increase awareness and impact.
- Work with the Marketing team to build support and awareness for the park across the region.
- Build and implement strategies to advance and sustain public input in park programming.
- Meaningfully engage historically underserved and marginalized communities.
- Build turn out for public programming advisory groups and engage the Friends Board of Directors and team in the public input process.
- Represent Friends in the community by engaging collaborative partnerships and support of other relevant organizations.
- Hire/mange a team of at least 3 employees with diverse backgrounds, identities and/or experiences.
- Manage facilitators and other vendors as needed to carry out the work.

## SKILLS AND COMPETENCIES

The skills listed below are representative of the knowledge, skill, and/or behavior required to successfully perform this role.

- Proven ability to build and maintain authentic relationships throughout the community and among diverse stakeholders.
- A track record of analyzing issues, finding solutions and delivering results within the public or private sector.
- Capable of working in a politically sensitive environment with multiple priorities and tight deadlines.
- Ability to operationalize ideas that lead to outcomes grounded in the sentiment ‘the people closest to the problem are closest to the solution’.
- Strong written and oral communication skills.
- Ability to achieve successful outcomes by working with a diverse range of partners.
- Collaborative leadership style and the ability to lead people and teams of diverse backgrounds.
- Effective conflict resolution skills
- Ability to coach and train others within the organization to understand diverse experiences and perspectives.
- Commitment to an internal culture of belonging and equity by supporting a diverse workforce and valuing the contributions of all team members.
- Passion for inclusion of populations who have been historically uninvited or underserved in our community due to institutional inequities.
- Personal awareness of how historical and current inequities and privilege operate on interpersonal and systemic spheres.

## QUALIFICATIONS

- A minimum of 10 years of relevant experience and related education that reflects a commitment to public service and community engagement.
- Experience as a manager of external affairs and/or community relations for a governmental, non-profit or corporate organization that generates high public interest and attention.
- Demonstrated experience in executing community outreach activities with tangible outcomes.
- Experience building and managing a team of diverse individuals.
- Schedule flexibility and the ability to work outside of regular business hours, including some nights and weekends.

## ORGANIZATIONAL VALUES

Friends is an ambitious organization that welcomes diverse qualified team players who, like all members of the Friends team, possess a “do all jobs” mentality and strive to achieve excellence in all tasks. Friends offers team members the opportunity to take on significant responsibilities on multi-disciplinary projects in a congenial work environment. While Friends is a 501c3 nonprofit organization, Friends’ culture is more akin to a start-up with an entrepreneurial spirit. Friends is committed to equal employment opportunity and the same inclusive, diverse, and multi-cultural atmosphere that we envision for the future Waterfront Park. This position is open to all qualified candidates and people of all backgrounds, communities, and cultures are encouraged to apply.

## COMPENSATION AND BENEFITS

The **Community Engagement Lead** position is a full-time exempt position with a starting salary range of **\$85,000 to \$100,000**, depending on experience. Vacation, health care and dental coverage, and transit pass are paid by the organization. Ability to participate in defined contribution retirement plan with 3% match by the organization.

## TO APPLY

Send cover letter explaining how your experience meets the qualifications and experience needed for the position, along with a resume, to [careers@friendsofwaterfrontseattle.org](mailto:careers@friendsofwaterfrontseattle.org).

If you need assistance and/or a reasonable accommodation due to a disability during the application or recruiting process, please note in your submission.

Applications will be accepted until March 30, 2020 with hiring date in April 2020. Only applicants selected for interview will be contacted.