

EXECUTIVE DIRECTOR VACANCY ANNOUNCEMENT

EXECUTIVE DIRECTOR

Shasta County Fire Safe Council

Shasta County Fire Safe Council is seeking a collaborative, mission-driven leader to serve as Executive Director and guide this non-profit organization in its work to strengthen wildfire resilience and protect the people, property, communities, and natural resources of Shasta County, California.

Reporting to the Board of Directors, the Executive Director provides overall leadership and management of the organization and is responsible for translating strategic direction into effective programs, operations, partnerships, and measurable results.

The Executive Director leads staff and contractors; oversees financial and grant management; strengthens organizational systems and accountability; manages multiple programs and projects; develops sustainable funding from a variety of federal, state and local partners; fosters strong community relationships; and works in collaboration with the Board of Directors to advance the Council's mission.

REQUIRED QUALIFICATIONS

The successful candidate will demonstrate:

- **Organizational leadership and management:** Experience leading a nonprofit, public agency, mission-driven organization, or comparable operation with responsibility for people, programs, budgets, and organizational results.
- **Staff leadership and supervision:** Successful ability to supervise, develop, and support staff, partners, contractors, volunteers; establish clear expectations and accountability; delegate effectively; and foster a harmonious and productive workplace.
- **Financial and grant management:** Experience with budgeting, financial oversight and reporting, grant administration, compliance, and responsible stewardship of organizational resources.
- **Strategic planning and execution:** Ability to translate organizational priorities into clear multi-year plans, projects, responsibilities, timelines, and measurable outcomes.
- **Communication and public representation:** Strong written, verbal, presentation and public-speaking skills, with the ability to communicate complex information clearly and represent the organization effectively with a variety of audiences.

EXECUTIVE DIRECTOR VACANCY ANNOUNCEMENT

- **Collaboration and relationship building:** Demonstrated ability to build trusted relationships, convene diverse stakeholders, listen effectively, navigate differing perspectives, and develop productive partnerships.
- **Board collaboration:** Experience working effectively with a governing Board, including providing timely and transparent information, supporting sound Board decision-making, and maintaining appropriate clarity between governance and organizational management.
- **Project and program management:** Ability to oversee multiple projects involving different funding sources, timelines, contractors, agencies, regulatory requirements, and community stakeholders.
- **Problem solving and judgment:** Ability to analyze complex issues, identify practical solutions, make informed decisions, and move priorities forward effectively.
- **Resource development:** Experience developing or sustaining organizational resources through grants, government funding, foundations, partnerships, contracts, fundraising, or related funding strategies.

PREFERRED QUALIFICATIONS

- Knowledge or experience related to wildfire resilience, fuels reduction, Firewise communities, emergency preparedness, vegetation management, natural resource management, or a related field.
- Familiarity with grant-funded programs and projects involving local, tribal, state, federal, and non-government organizations.
- Knowledge of Shasta County and its communities, agencies, organizations, and wildfire history and characteristics.
- Experience managing professional relationships and effective interactions with wildfire and natural resources stakeholders, regulatory agencies, tribes, nonprofits, funding organizations, or related sectors.

LEADERSHIP PROFILE

The successful Executive Director will be a collaborative and accountable leader who combines strategic thinking with effective, bias for action, execution. They will communicate clearly, build strong relationships, exercise sound judgment, empower staff while maintaining accountability, and create alignment among people and organizations working toward a shared mission.

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The Executive Director will keep the Council's mission at the center of organizational decisions and build the people, partnerships, systems, and resources necessary for the Shasta County Fire Safe Council to be effective and sustainable over the long term.

WHO WE ARE

At the Shasta County Fire Safe Council, we're more than a nonprofit — we're your neighbors, advocates, and partners in developing wildfire resilient communities. Our team is committed to managing wildfire risk while empowering you with the knowledge and resources needed to protect your home, family, and community.

Nestled in the northern part of the Sacramento Valley, Shasta County is a region known for its stunning natural beauty, vibrant communities, and a rich history rooted in the heart of Northern California. Shasta County covers over 3,800 square miles of diverse terrain, from rolling hills and fertile valleys to towering peaks and lush forests, historically prone to frequent and large wildfires.

Wildfire has become an increasingly urgent concern in northern California, with longer annual fire seasons that degrade air quality, threaten ecosystems and watersheds, disrupt transportation, and damage or destroy homes and infrastructure. While agencies and communities have worked for decades to mitigate these threats, efforts have often been fragmented across jurisdictions; the Shasta County Fire Safe Council's focus is on improving coordination and providing a unified framework for reducing wildfire hazards.

COMPENSATION

Competitive wage and benefits with flexible work schedule. Starting salary \$40-\$60 per hour depending on skills and experience.

HOW TO APPLY

If you like our mission and are qualified, please send a cover letter referring to this position and your current resume to:

Physical Address: 350 Hartnell Avenue, Suite E Redding, CA 96002

Email: shasta.fsc@shastafiresafe.org

If you have any questions about the position please address to the email above.