

Executive Director

Puget Sound Sage and Sage Leaders

Remote and In-Person (Hybrid)
Expected to attend in-person events
Office in Seattle, WA



Are you a leader deeply committed to change at the community level? Do you believe in shared power, partnership, and the power of BIPOC leaders? Puget Sound Sage and Sage Leaders ("Sage") seek an Executive Director to lead our sister 501(c3) and 501(c4) organizations into their next chapter.

This leader will guide a 15-person team (including unionized staff) and a \$2.5M operation in our mission to chart a bold path to a living economy in the South Salish Sea and Duwamish River Valley (South Seattle and South King County) through developing community power to influence, lead, and govern. You will embody a collaborative, grounded leadership style that leverages the collective knowledge and power of staff, communities, and partners to advance lasting structural change.

Sage is an equal opportunity employer. We actively seek candidates from communities most impacted by the issues we work on.

What You'll Do

- 1 Provide overall strategic and organizational leadership, ensuring alignment across programs, policy, fundraising, and internal operations in service of our mission and long-term sustainability.
- 2 Serve as Sage's chief fundraiser, leading overall resource development strategy in close partnership with the Development Director and Board of Directors.
- 3 Act as a key public voice and representative of Sage, advancing visibility, influence, and relationships across the region and beyond.
- 4 Responsible for the overall operational and financial health of the organizations, where you'll lead contract negotiations with unionized staff.
- 5 Serve as the primary liaison to the Boards of Puget Sound Sage and Sage Leaders, ensuring strong governance, strategic alignment, and effective partnership across both entities.
- 6 Guide grassroots organizing, coalition building, policy development, and electoral strategies that center communities historically excluded from decision-making spaces and support the development of a robust pipeline of BIPOC leaders.

COMPENSATION

\$120,000

Plus full benefits: 34-hour work week, 93% employer-paid health premiums, 4 weeks PTO, 7% retirement employer contribution and a flexible hybrid schedule. Sage is committed to a positive work-life balance, employee advancement, and healthy organizational culture.

HOW TO APPLY

Submit a cover letter expressing your interest and qualifications along with a resume. The position will remain open until filled.

jobs@pugetsoundsage.org

Subject: Executive Director — [Your Name]

Who You Are

YOU BRING

- Demonstrated experience leading an organization, including oversight of staff, budgets, and strategy
- Proven track record raising funds from diverse sources (foundations, institutions, individual donors) and cultivating major donor relationships
- Deep commitment to community power, racial justice, and deep democracy through professional and/or lived experience
- Collaborative, relational leadership style with the ability to balance shared leadership and clear decision-making
- Strong alignment with Sage's values, including a Just Transition framework and commitment to Black Liberation and Indigenous Solidarity

BONUS IF

- Familiarity with nonprofit c3/c4 structures and compliance
- Experience leading organizations through growth, change, or transition
- Background working with grassroots and grasstops coalitions or labor unions
- Ability to align c3 and c4 strategies to advance policy and political change



About the Organization

Sage grounds policies in community-based research, coalition organizing, and base building. From this process, we have advocated for and passed some of our region's most progressive policies that promote climate justice, good jobs, and equitable development in low-wage and people of color communities.

We have played a vital role in securing landmark wins such as Seattle's \$15 minimum wage, paid sick and safe leave, progressive revenue, inclusionary zoning for affordable housing, and equitable transit-oriented development strategies to curb displacement in rapidly gentrifying neighborhoods in South Seattle and King County.

Established in 2021, Sage Leaders' programs recruits, trains, and supports BIPOC progressive leaders at the local level, prioritizing those currently underrepresented in civic life. We currently work with community and elected leaders across Washington State.

15

STAFF MEMBERS

\$2.5M

ANNUAL BUDGET

2007

FOUNDED

12,000+

COMMUNITY MEMBERS REACHED

Current Programs

Equitable Development

Coalition-driven investment and anti-displacement strategies that stabilize neighborhoods and help BIPOC communities thrive in place.

Community Stewardship of Land

Neighborhood organizing in the Chinatown-International District and Duwamish Valley for long-term community control of land, culture, and place.

Climate Justice and Environmental Justice

Advancing grassroots climate policy for good jobs, healthy neighborhoods, and a Just Transition to a living economy.

Civic and Elected Leadership Development

Developing Black, Indigenous, and People of Color leaders for civic and elected office through training, mentorship and coaching.

Electoral Endorsements

Community-led process to endorse and hold accountable the candidates and measures that advance racial and economic justice at the local and state level.

What We Value

Sage does our work in a Just Transition framework. We define a Living Economy as an environment where natural resources are renewable, people's labor is cooperative and all of the things a community needs are controlled and governed by everyday people, such as: housing, schools, farms and food production, local governance structures, art and culture, healthcare and healing, and transportation.

- **Community and Relationships**
We prioritize relationships and building community.
- **Structural Antiracist Analysis**
We honor histories by applying antiracist analysis to confront systems of oppression directly.
- **Feminist Approach**
We center women, queer and trans BIPOC ways of working and being.
- **Collective Leadership**
We value shared power built on trust and humility, not hierarchy.
- **Racial Justice**
We root our work in Black Liberation and solidarity with Indigenous communities.
- **Boldness and Honesty**
We strive to be bold in the face of power by communicating directly and honestly.

Strategic Priorities 2027–2030

- 01 Deepen community power**
We are investing more deeply in grassroots organizing rooted in relationships, language justice, and community leadership. Our commitment includes resourcing grassroots formations, strengthening coalition ecosystems, and expanding the capacity of communities to lead.
- 02 Win transformative policy**
We are leading a statewide campaign to require the biggest fossil fuel polluters to pay their fair share for climate damages in Washington State. Additionally, we are advocating for strong equitable transit-oriented development and anti-displacement policies in the Chinatown-International District and across King County.
- 03 Train leaders of tomorrow**
We envision a Washington full of progressive leaders at all levels of governance initiating bold policies and facilitating systems changes that transform BIPOC communities. We hope to train over 200 BIPOC community members to be the next generation of progressive political leaders in the state.
- 04 Build organizational resilience**
Sage has a full team of well-seasoned staff, clear program and campaign goals, and a strong network of community partners. As we look forward, we aim to build our organizations' financial resilience, including expanding our donor pool and developing a framework to jointly fundraise with our partners.



The Executive Director Role

Vision and Leadership

The Executive Director stewards Sage's vision for a living economy while translating strategy into action—setting organizational priorities, guiding resource allocation, and ensuring that systems, staffing, and partnerships are aligned to achieve impact. Working closely with staff, board, and coalition partners, they strengthen Sage's role as a nexus organization and advances integrated c3 and c4 strategies that build community power and drive structural change.

Fundraising and Resource Development

They cultivate and steward relationships with major funders, institutional partners, and individual donors, while actively securing new and diversified revenue streams to support both c3 and c4 work. The Executive Director leads high-level fundraising efforts, including major gifts and strategic partnerships, and works to embed a strong culture of fundraising across the organization that reflects shared responsibility and alignment with Sage's values.

External Leadership and Public Presence

They act as a compelling spokesperson in public forums, media, and advocacy spaces, while building and sustaining relationships with community leaders, policymakers, funders, and movement partners. Through this external leadership, the Executive Director helps shape and elevate narratives that center racial justice, community power, and a living economy, positioning Sage as a trusted and influential leader in the field.

Operations, Finance and Organizational Management

In partnership with senior staff, they lead organizational planning, budgeting and financial management across c3 and c4 entities, providing broad oversight in risk management. They maintain a strong relationship with our staff union, and lead contract negotiations on behalf of the management team.

Board Governance

They work closely with board leadership to set priorities, shape organizational direction, and support ongoing board development, including recruitment and engagement of members as active partners. The Executive Director ensures clear communication, accountability, and compliance, while also supporting board members to serve as ambassadors and contributors to Sage's fundraising and strategic goals.

Programs, Policy and External Partnerships

As a trusted partner and connector, they build alignment across community-based organizations, government, labor, and environmental partners, strengthening Sage's impact and accountability to the communities it serves.

Compensation and Benefits

We believe in salary transparency and equity across the organization. The salary for this position is set at **\$120,000 with annual 3% equity COLA**. Sage operates on a 34-hour full-time work week, reflecting our commitment to sustainability and work-life balance. Our office maintains a hybrid work environment and provides flexibility for remote work.

- Four weeks paid time off, accrued and available for use at the beginning of each year. In addition, 5 floating holidays and 7 paid federal holidays, and approximately a two-week closure at year's end.
- 93% employer paid-premiums for medical, dental and vision insurance, as well as 100% employer-paid premiums for short- and long-term disability and life insurance. Domestic partners and dependent coverage is 80% paid.
- Cell phone stipend, full service ORCA card, and Flexible Spending Account (FSA) with dependent care option offered.
- Generous retirement savings option with 7% employer contribution.
- Paid sabbatical leave of 8 weeks with 4 additional weeks using PTO available to full-time employees who have completed five years of service.
- \$1,200 professional development stipend to be used annually for professional growth opportunities.

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Subject: Executive Director — [Your Name]



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Quotes from Current Sage Staff

“Sage sees me as a whole person and I can be myself at work. We get it done, but we see each other’s humanity through it and cover for each other when other parts of life need attention.”

“We welcome everyone’s strength and uniqueness, and see that as something that adds value to our collective.”

“It’s great to work in a place where you don’t have to compromise who you are or your values.”

“Work-life balance is prioritized! The Union and Management share a healthy relationship.”

“Our campaigns are built from the ground up, not top down. Every single person is committed to the values and the vision, and an equal contributor.”

“I love my team and everyone on staff is so kind and an expert in their role. No one is afraid to ask questions or for help, we’re all very supportive of one another’s work.”

“Everyone is valued as a partner in our collective efforts to chart a thriving economy and a deep democracy for all.”