

Executive Director

PUGET SOUND SAGE AND SAGE LEADERS

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



Are you a leader deeply committed to making change at the community level? **Puget Sound Sage and Sage Leaders seek an Executive Director** to lead their 501(c)3 and 501(c)4 sister organizations into their next chapter.

The Executive Director will guide a 15-person team and a \$2.5M operation in their missions to chart a bold path to a living economy in the Puget Sound region, as well cultivate deep democracy across Washington State. This leader will embody a grounded, collaborative leadership style that leverages the collective knowledge and power of staff, communities, and partners to advance transformative change.

What you'll do:

- ① **Vision and Leadership:** Lead organizational strategy, ensuring strong alignment across programs, operations, and fundraising.
- ② **Fundraising:** Serve as Sage's lead fundraiser, leading resource development strategy with the Development Director and Board.
- ③ **Board Governance:** Serve as the primary liaison to the Board of Directors for both Puget Sound Sage and Sage Leaders.
- ④ **Public Presence:** Be a key public voice for the organization, raising visibility and shaping narratives that drive forward the work.
- ⑤ **Operations:** Be responsible for the operations and financial health of both organizations; lead contract negotiations with the staff union.
- ⑥ **Programs, Policy & External Partnerships:** Work closely with both organizations to build strong alignment with movement partners.

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, governmental, individual donors)
- Deep commitment to community power, racial justice, and deep democracy through professional and/or lived experience
- Relational leadership style with the ability to balance shared leadership and clear decision-making
- Strong alignment with organizational values, including a Just Transition framework and commitment to Black Liberation and Indigenous Solidarity

Bonus if:

- Familiarity with nonprofit 501c3/c4 structures and compliance
- Ability to align c3/c4 strategies to advance policy and political change
- Strong background working with grassroots formations, grasstops coalitions, and/or labor unions

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



About Puget Sound Sage:

Established in 2007, Puget Sound Sage charts a path to a living economy in the South Salish Sea and Duwamish River Valley regions by developing community power. Through our programs, we build power on the local level through policy, research, organizing, coalition building, and leadership development.

Puget Sound Sage has played **a vital role in securing landmark wins** such as Seattle's \$15 minimum wage, Paid Sick & Safe Leave, the Equitable Development Initiative, Green New Deal, JumpStart progressive revenue, inclusionary zoning for affordable housing, in addition to equitable transit-oriented development strategies to curb displacement in rapidly gentrifying neighborhoods in South Seattle and across King County.

About Sage Leaders:

Established in 2020, Sage Leaders cultivates deep democracy in Washington State by developing BIPOC community leaders for civic and elected leadership. Through our programs, we build strong pathways for emerging leaders to represent their communities in elected office, as well as civic leadership roles.

Over the past five years, we have **trained, coached, and mentored 200+ leaders of color** across Washington.

15

STAFF MEMBERS

\$2.5M

ANNUAL BUDGET

2007

FOUNDED

12,000+

COMMUNITY MEMBERS REACHED

Organizational Values:

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 & Relationships:** We prioritize relationships and building community.
- **Collective Leadership:** We value shared power built on trust and humility.
- **Structural Antiracist Analysis:** We honor histories by applying antiracist analysis to confront systems of oppression directly.
- **Racial Justice:** We root our work in Black Liberation and Indigenous Solidarity.
- **Feminist Approach:** We center women, queer, and trans BIPOC ways of working and being.
- **Boldness:** We strive to be bold in the face of power by communicating directly and honestly.

Strategic Priorities 2027-2030:

- 1 **Deepen Community Power:** Build power for equitable transit-oriented development and anti-displacement policies in the Chinatown-International District and King County.
- 2 **Win Transformative Policy:** Co-lead a statewide campaign to require the biggest fossil fuel polluters to pay their fair share for climate damages in Washington State.
- 3 **Train Leaders of Tomorrow:** Cultivate the next generation of leaders by training 200+ leaders for civic and elected positions.





The Executive Director Role

Roles and responsibilities include:

- **Vision and Leadership:** The Executive Director stewards Sage's vision while translating strategy into action. The role will set long-term organizational priorities, guide resource allocation, and ensure strong alignment across programs, operations, and fundraising in service of the mission.
- **Fundraising:** The Executive Director serves as Sage's lead fundraiser, leading resource development strategy in close partnership with the Development Director and board members. The role will work closely with staff and board to cultivate a strong culture of fundraising across both organizations.
- **Board Governance:** The Executive Director serves as the primary liaison to the Boards of Puget Sound Sage and Sage Leaders, ensuring strong governance, strategic alignment, and effective partnership. The role will work with board leadership to shape long-term strategy and board development.
- **Public Presence and Spokesperson:** The Executive Director is a key public voice of the organization, shaping narratives that drive forward the work and position Sage as a trusted leader in the field. The role will be a compelling spokesperson at public forums, events, media, and across advocacy spaces.
- **Operations, Finance and Organizational Development:** The Executive Director is responsible for the overall operations and financial health of the organization, ensuring that internal infrastructure effectively supports the mission. The role will maintain a strong relationship with the staff union, and lead contract negotiations on behalf of the management team.
- **Programs, Policy and External Partnerships:** The Executive Director builds alignment with movement partners, including community-based organizations, labor, government, and environmental partners, strengthening program impact and accountability to communities served by Sage's mission.

How to apply: Submit a cover letter expressing your interest and qualifications along with a resume to jobs@pugetsoundsage.org. The position is open until filled. Application screening will begin after September 4, 2026.



Compensation & 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 is committed to a positive work-life balance, employee advancement, and healthy organizational culture. The organization operates on a 34-hour full-time work week, reflecting our commitment to sustainability for staff. Our office maintains a hybrid work environment and provides flexibility for remote work.

Benefits include:

- 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.

"It's great to work in a place where you don't have to compromise who you are or your values." - Sage staff member