

**NOW HIRING**



# Director of Strategic Initiatives

## Application Deadline

Friday July 12, 2024

## Save The Dates

Virtual Screening Interviews  
July 17—18th

On-Site Interviews  
July 22nd

Finalist Interviews  
August 2nd

\*dates may be subject to change.

## Desired Start Date

September 2nd

## Salary

\$111,427—\$119,375 to start, DOQ  
Up to \$148,271

## Benefits

Retirement Program  
Health Benefits

Skagit County seeks its first **Director of Strategic Initiatives**. The director will play a pivotal role in shaping and executing the strategic direction and growth of County initiatives starting with a focus on North Star. North Star was created in July of 2022 as a partnership between the County, Cities and various community agencies to address chronic homelessness and create a thriving Skagit County for all. By pooling resources, coordinating action, improving systems of care, and expanding housing options, North Star is helping people get the care and support they need more efficiently and effectively. The Director of Strategic Initiatives will lead and foster external partnerships and provide project management, community engagement and administrative oversight of North Star and other initiatives.

### Qualifications

Bachelor's degree in related field, and five years experience in an executive level leadership position, or a combination of training and experience .

Ability to think strategically, develop a vision, and to create action plans and obtain resources to accomplish the goals.

Ability to engage with stakeholders, foster positive relationships, and collaborate with agency leaders to affect action and change to meet the goals and objectives of the work.

Ability to work independently and stay motivated to push the work forward. Ability to creatively overcome road-blocks and challenges.

**See the job description for more detail.**

### The Ideal Candidate

The ideal candidate should demonstrate a strong and dynamic blend of strategic thinking, diplomacy and communication skills. The preferred candidate will have a working knowledge of intergovernmental relations, behavioral health and homelessness, the demographics of Skagit County and the challenges and needs of individuals in our community.

The candidate will have a passion for people and community and a drive to make Skagit County a thriving community for everyone.

This position reports to the Deputy County Administrator and the North Star Leadership Team.

While North Star is the focus for this position, other initiatives will be assigned to further the vision and goals of the Board of County Commissioners.



To view the job posting or apply visit our website at [www.skagitcounty.net](http://www.skagitcounty.net)  
(click on Employment from the quick links)

Contact us at (360) 416-1380 or email us at [humanresources@co.skagit.wa.us](mailto:humanresources@co.skagit.wa.us)



# About Skagit County

Skagit County is a beautiful, agricultural community lying within the Skagit River watershed, nestled between the Cascade Mountains and San Juan Islands. Our community offers endless outdoor recreation opportunities including alpine skiing, rock climbing, hiking, sailing, and kayaking, along with thousands of miles of trails and bike paths.

Mount Vernon, the County seat, is less than 90 minutes from the Seattle Tacoma International Airport, Seattle, and Vancouver, British Columbia. Bellingham is just a short 30 minute drive north, with a lively music and food scene to enjoy.

The Skagit River drains more than 3,300 square miles of pristine habitat for all five species of salmon, creating more than 66,000 acres of the world's most fertile delta farmland. Skagit County is home to one of the most diverse agricultural communities in the world, with farmers producing over 90 different types of agricultural commodities on approximately 90,000 acres of land. The Skagit County Commissioners have prioritized permanent preservation of agricultural land to protect farmland for future generations. As of 2022, the Skagit Farmland Legacy program has protected over 14,000 acres locally through the purchase of conservation easements.

Skagit County has a three-member Board of Commissioners, with four incorporated cities, four unincorporated towns, a multitude of rural villages, and four Native American tribes. Our constitutional form of government allows you to work closely with your elected officials on a daily basis while enjoying the small town feel of local government. The rural community embraces the opportunity to interact with local government officials, providing vital and important civic engagement on many local initiatives and projects.

The Board of Skagit County Commissioners adopted the 2022-2032 Strategic Plan in June 2022, with key focus areas including maintaining a strong and engaged workforce, building critical and sustainable infrastructure, supporting behavioral health and homelessness services, increasing housing and community safety, and providing sustainable and resilient county government. The Commissioners are dedicated to ensuring the Strategic Plan is a living document and have established county-wide staff-led focus groups to work towards our goals and initiatives within the Plan, with annual review to acknowledge achievements and add new initiatives as work progresses.



## Why North Star?

For too long, we've tried to tackle the same problems in each of our jurisdictions. It isn't working and too many community members are suffering. It's time to shift from managing community issues to solving them, and the only way to do that is by working together. By pooling resources, coordinating action, streamlining services and connecting fragmented systems, we are helping people get the care and support they need more efficiently and effectively. North Star is a long-term effort, and our actions are part of our big vision for Skagit County: a thriving community for everyone.

Over the past two years, North Star has made progress on long-term solutions to behavioral health and housing challenges in Skagit County. The joint civic muscle of this regional group has helped open Martha's Place, the first permanent supportive housing facility in Skagit County, and a low-barrier temporary shelter known as First Steps. Additionally, North Star has secured \$17 million to fund the Crisis Stabilization Campus, increasing the availability of effective intervention and treatment services for adults with substance use and mental health disorders.

The Director of Strategic Initiatives will have a unique opportunity to foster partnerships and collaboration, and advance the success of North Star to build a thriving Skagit County for all. Skagit County is excited to see North Star thrive with a new Director at the helm!