



Executive Director Job Announcement

Apply by Monday, May 10, 2021

The Opportunity

The Oregon Country Fair (OCF), a nonprofit membership organization, ***creates events and experiences that nourish the spirit, explore living artfully and authentically on earth, and transform culture in magical, joyous and healthy ways.*** OCF is seeking a new Executive Director to build on the rich history and values that underlie the love and devotion the Fair inspires, and help shape the Fair's ongoing relevancy in a changing world. The Executive Director, in partnership with the Board, staff and volunteers, will play a lead role in developing a new strategy – to position the organization for its successful next chapter. This leader will work to expand OCF's commitment to diversity, equity and inclusion, building on values belonging at the heart of the mission. The Fair's next leader should enjoy guiding and developing a dedicated staff team, in addition to rethinking OCF's structures, systems and approaches, as appropriate, to enhance cohesion and strengthen the organization.

While the Fair's signature three-day festival takes place in July, OCF is a year-round endeavor. The Executive Director oversees operations, the site, facilities, and philanthropic initiatives, and actively engages with the membership and the surrounding community. This is an exciting opportunity for a dynamic and creative leader with a reverence for the land and a true appreciation of the magic that happens at Fair. If you have the leadership skills and experience to work collaboratively with a wide range of people and oversee a complex and multi-faceted nonprofit organization as it imagines its next 50 years, this may be the job for you!

About the Oregon Country Fair

Founded in 1969 to raise money for an alternative school, OCF has grown into a beloved and respected organization in Oregon and well beyond – with a rich and varied history of unique arts and performance promotion, educational opportunities, philanthropy, land stewardship and progressive social conscience. Approximately 45,000 attend the annual event, made possible through the efforts of thousands of volunteers. The Fair's Board of Directors, elected by a membership of more than 10,000, oversees the organization and works closely with the Executive Director.

OCF currently has a staff team of seven, healthy financial reserves, and a multimillion-dollar operating budget, which has been reduced during the pandemic as the large traditional Fair has not been possible. Funding is primarily from event revenues, although OCF has begun to develop new sources of revenue. The Fair owns its site, which is roughly 500 acres of forested land along the Long Tom River in Veneta, Oregon.

The Ideal Candidate – Experience and Capacities

The OCF Executive Director position requires a person with the following profile to take on the next chapter of this longtime Oregon institution.

- **Strategic Leadership:** Provides strategic direction to the organization in collaboration with the Board, staff, volunteers, and others. Shapes priorities and plans, fosters buy-in to ideas, and motivates and supports others in accomplishing results. Draws on extensive nonprofit experience, and emotional intelligence, to lead initiatives to strengthen and improve OCF, including efforts around Board development and role clarity.
- **Management and Organization:** Supports and mentors staff, appreciates the skills and experience they bring, nurtures a high-performing team culture, and ensures that the organization has the capacity needed to deliver on goals and commitments. Plays an active role in budgeting and financial oversight, and oversees operations, site and facilities, establishing system improvements as needed for this multi-faceted organization.
- **Diversity, Equity and Inclusion:** Demonstrated commitment to DEI and justice through behavior and actions in life and work. Uses the leadership position to build awareness and support, and drive efforts to promote diversity, equity and inclusion in the Fair's policies, practices, and programs – and foster a welcoming and positive culture of engagement.
- **Communications and Collaboration:** Brings dynamism and a compelling message as a spokesperson of OCF (and in writing), with the ability to listen well and build trust and relationships with a wide range of people. Displays interpersonal savvy in bridging differences among people, having difficult conversations, and shaping solutions.
- **Passion and Respect:** Displays personal integrity, a calm presence, and a passion for the values and ideals of the OCF mission, a respect for the history of the organization, and the ability to envision and aspire to what the next 50 years might bring. Shares our excitement about the music, art, food, ecology and camaraderie that is the Fair.

Compensation

Starting salary of \$95,000 to \$115,000 depending on experience, plus competitive benefits. This is a full-time, exempt position.

To Apply

Please submit the following by **Monday, May 10, 2021:**

1. A cover letter that demonstrates how your experience and skills lead you to be a good fit for this position, and what about this opportunity most interests you.
2. A complete chronological resume.

Send your application as a PDF via email to: OCFsearch@pagetwopartners.com, attention: Executive Director Search Committee. We will acknowledge receipt of your application, and all inquiries will be handled confidentially.

For the Executive Director job description and to learn more about Oregon Country Fair, please visit: www.oregoncountryfair.org.