



**SCOG**  
Skagit Council of Governments

## EXECUTIVE DIRECTOR

*Recruitment Announcement*

### About the Council

The Skagit Council of Governments (SCOG) is a voluntary organization of local governments whose purpose is to foster a cooperative effort in resolving problems, policies and plans that are common to the membership and region. The SCOG Board of Directors is the governing body of SCOG, and is comprised of elected officials from the following jurisdictions:

- City of Anacortes
- City of Burlington
- City of Mount Vernon
- City of Sedro Woolley
- Port of Anacortes
- Swinomish Indian Tribal Community
- Samish Indian Nation
- Skagit County
- Skagit PUD
- Skagit Transit
- Town of Concrete
- Town of Hamilton
- Town of La Conner
- Town of Lyman

SCOG connects Skagit County's leaders to build a stronger Skagit region and plan for future growth. As Skagit County's federal- and state-designated transportation planning organization, SCOG coordinates decision making and policy development in transportation and regional growth management. Made up of 15 local and tribal jurisdictions, SCOG works with partner agencies to administer programs and develop long-term solutions for the region's challenges. The SCOG Board of Directors meets to discuss regional issues and make administrative decisions regarding the Skagit Council of Governments.



### *Transportation*

SCOG is a regional transportation planning resource that facilitates, advocates and educates through technical and professional expertise, public outreach, grants and other funding opportunities. SCOG is the Regional Transportation Planning Organization, as enabled by Washington state law, and the Metropolitan Planning Organization, as enabled by federal law.

SCOG works with State and Federal legislators to inform them about funding needs for transportation related projects and programs in Skagit County.

SCOG is a participant in the North Sound Transportation Alliance, a regional transportation group consisting of participants from across Skagit, Island, Snohomish, San Juan and Whatcom counties.

### *Regional Planning*

SCOG serves as a forum for Skagit County jurisdictions to come together and form a regional voice. Issues with regional implications can be discussed and addressed through the Skagit Council of Governments.

### *Growth Management*

SCOG is the administrator for the Growth Management Act coordination process in Skagit County. The Growth Management Act Steering Committee, along with its advisory committee, have developed a Growth Monitoring Program which SCOG staff implements each year.





## About the Position

Under the direction of the Board of Directors, the Executive Director plans, organizes, and directs the agency's work programs to fulfill the agency mission.



### *Executive Director:*

- Provides leadership and direction to ensure the effective and efficient operation of SCOG. Oversees the implementation of programs, procedures, and services that support the agency's strategic plan.
- Plans, organizes, and directs the planning activities of the agency. Identifies planning challenges and develops and implements regional programs.
- Provides planning leadership and direction and conducts strategic short and long-range planning programs to formulate the goals and objectives for the agency. Oversees research and analysis for studies, reports, and recommendations.
- Provides a discussion forum for local and state officials and other interested parties on common regional issues.
- Serves as a bridge builder who can navigate and unite different community values: agriculture, industry, conservation, tribal customs and small-town and rural cultures.
- Directs the overall development, monitoring, and analysis of the budget to assure the financial soundness of the agency. Oversees the development and implementation of effective and accurate financial systems, operations, and procedures.
- Represents the agency to local, state, and federal agencies, and to community groups, to exchange information, coordinate operations, provide technical advice, and promote the agency and its services.
- Oversees the preparation of grant applications for federal, state and local funds. Reviews applications in light of regional goals and policies.
- Provides guidance for the effective management of the agency's human resources program, including performance evaluation, talent management, employee engagement, total compensation, coaching and staff development.
- Establishes and monitors metrics and performance standards.

## The Ideal Candidate

For this important role, the Board seeks a credible and unifying leader who is energetic, visionary and effective. Candidates should demonstrate strengths in both external relations and high-level internal management, with an ability to balance the two. In addition, a big picture thinker who motivates others by articulating a clear and inclusive vision. The ideal candidate must be able to promote collaboration on a region-wide basis and serve as a key facilitator with elected leaders and business, labor, tribes and non-profit leaders. The candidate will be ethical and transparent with the ability to earn trust by operating with integrity – particularly in tight-knit agricultural and sovereign communities.

## Desirable Qualifications

Ten years of increasingly responsible experience working in public policy development, intergovernmental relations, urban and regional planning, transportation planning, environmental planning, or related fields, including demonstrated history of grant preparation and oversight, as well as leveraging new resources.

A minimum of four years of successful experience managing and leading high-performing professionals. A bachelor's degree in Urban/Regional Planning, Public or Business Administration, Government, Transportation Management, Environmental Studies, Political Science, or a related field. An advanced degree and executive management training are preferred.

## Compensation and Benefits

The annual salary range for this position is \$150,000 to \$190,000, depending on experience and qualifications.

SCOG offers a comprehensive benefits package to support the health, well-being, and financial security of its employees. Benefits include medical, dental, and vision insurance, participation in the Washington State Retirement System (PERS), paid vacation and sick leave, and 12 paid holidays per year. Employees also have access to professional development opportunities and a flexible work schedule to support work-life balance.





# APPLICATION PROCESS

**Persons interested in this position must submit a cover letter and a current resume.**

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled. In order to be considered for the first round of interviews please submit your application materials by August 31, 2025 by visiting [www.karrasconsulting.net](http://www.karrasconsulting.net) and clicking on “view open positions.”

The SCOG is an equal opportunity employer and is committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

## Live and Work in a Great Place

Skagit County is located in the heart of the beautiful Pacific Northwest, midway between Seattle and Vancouver, British Columbia. The area offers a high quality of life with access to vibrant small towns, each with its own unique charm. Surrounded by farmland, forestland, and shoreline, Skagit County offers unparalleled access to outdoor recreation - from kayaking in the Salish Sea and hiking in the North Cascades to exploring the scenic Skagit River Valley. The region is also home to a strong agricultural tradition, a thriving arts community, and highly regarded public schools and colleges. With its mix of natural beauty, cultural amenities, and welcoming communities, Skagit County is a great place to live and work.

