



DNR DIRECTOR OF NEW MARKET BUSINESS DEVELOPMENT

Recruitment Announcement

About the Washington Department of Natural Resources

The Washington State Department of Natural Resources (DNR) protects Washington State's heritage of natural resources by sustainably managing millions of acres of state lands in forests, under the sea and across agricultural plains. DNR has an annual operating budget of approximately \$245 million and has over 1300 permanent employees with approximately 500 additional staff hired during the summer fire season.

Each year, state trust forest, range, commercial, agricultural and aquatic lands generate more than \$300 million for public schools, state institutions, county services and aquatic restoration. As stewards of these lands, DNR manages them to also provide the state with fish and wildlife habitat, clean and abundant water and public access to outdoor recreation.

DNR also:

- Protects forestlands and communities against wildfire using wildland firefighting crews and aviation resources, collaborative forest health efforts and community preparedness assistance
- Manages the state's most precious natural areas
- Administers state forest practices rules
- Monitors geologic hazards and regulates the reclamation of surface mines
- Washington's public landscapes are a legacy that provides Washington State citizens with enormous environmental, recreation and economic benefit.



About the Department

Lands managed by the Washington State Department of Natural Resources are different than other publicly managed lands: They come with a legal responsibility to generate revenue for their designated beneficiaries, such as schools, counties, and critical local services.

DNR manages more than 2 million acres of forested state trust lands for long-term timber production, specific habitat objectives, and protection of clean, abundant water. These forests often provide public recreation opportunities, too.

As stewards of the state's lands and natural resources, DNR draws upon a variety of staff, including foresters, engineers, geologists, biologists, archaeologists, hydrologists, economists, and others as management activities are planned. All 2.4 million acres of DNR-managed forested lands are certified under the Sustainable Forestry Initiative, and 176,000 acres of those lands are also certified by the Forest Stewardship Council. Certified forests are grown to an approved set of standards that demonstrate environmentally responsible, socially beneficial, and economically viable management practices.



Trust Lands

At statehood in 1889, Congress granted Washington millions of acres of land to support public institutions such as funding the construction of public K-12 grade schools statewide, state universities, other state educational institutions, and prisons. Today, DNR manages 3 million acres of these federally granted trust lands to provide a continuous flow of revenue to beneficiaries through revenue-producing activities.

Forest Lands

DNR manages hundreds of thousands of acres of state forest lands that help fund services in many counties and contribute to the state General Fund-earmarked for education.

Community Forests

Community forest trust lands provide opportunities for watershed protection, recreation, fish and wildlife habitat, grazing, and timber production while maintaining working forests.

About the Position

The Director of New Market Business Development is a senior leadership role within the State Uplands program responsible for identifying, evaluating, and advancing innovative business opportunities that strengthen the long-term performance and sustainability of DNR's uplands portfolio.

Reporting directly to the Deputy Supervisor for State Uplands and serving at the pleasure of the statewide elected Commissioner of Public Lands, this position functions as a strategic catalyst for portfolio diversification, revenue innovation, and emerging market participation.

As a member of the Uplands Leadership Team, the Director directs and coordinates cross-division efforts related to innovation in business and operational models.

The Director is responsible for advancing the priorities of DNR by integrating carbon life-cycle science, pursuing innovative revenue opportunities, and challenging traditional land management approaches to support climate-responsive, forward-thinking stewardship of trust lands.

Key Responsibilities

Program Development and Implementation

- Identify and evaluate new business lines and market opportunities within the uplands portfolio, including carbon sequestration, ecological harvesting, ecosystem services, commercial recreation, new trust land acquisition, and participation in mass timber markets
- Develop strategies to diversify asset classes and enhance reliability and consistency of trust revenue streams
- Research and analyze market conditions, emerging trends, and organizational capacity gaps
- Collaborate across programs to pilot, refine, and scale new business initiatives

- Provide professional briefings and strategic recommendations to executive leadership and decision-makers
- Develop legislative concepts, policy proposals, and decision packages that advance new market opportunities

Financial and Portfolio Innovation

- Propose alternative funding mechanisms to support uplands management activities, including exploration of voluntary fund structures
- Identify authorities, policies, and processes enabling capital retention and reinvestment in profitable asset classes
- Advance strategies that improve cash flow management, asset performance, and long-term portfolio value

Leadership and Partnership

- Build and sustain collaborative relationships across DNR divisions, executive leadership, and external partners
- Engage with Tribes, local governments, beneficiaries, industry stakeholders, and community partners to advance shared objectives
- Promote inclusive workplace practices and model principles of diversity, equity, and inclusion
- Continuously seek opportunities to improve efficiency, effectiveness, and stewardship of state resources

The Ideal Candidate

DNR seeks a forward-thinking and collaborative leader who brings curiosity, strategic vision, and disciplined execution to emerging opportunities in natural resource markets. The successful candidate will demonstrate the ability to balance innovation with fiduciary responsibility while building alignment among diverse stakeholders.

The preferred candidate will demonstrate:

- Knowledge of ecosystem service and emerging natural resource markets
- Ability to develop business plans, financial models, and budgets
- Strong relationship-building skills with public and private partners
- Comfort convening diverse stakeholders and facilitating collaborative processes
- Political awareness and ability to operate effectively within an elected leadership environment
- Experience forming public-private partnerships
- Capacity to translate visionary concepts into actionable strategies and implementation steps
- Skill in analyzing complex and sensitive issues and guiding initiatives through uncertainty
- Ability to manage competing priorities and deliver timely strategic recommendations
- Strong problem-solving and financial analysis capabilities
- Visionary leadership and strategic planning capability
- Cultural competency and effectiveness in cross-cultural environments
- Skill navigating complex planning, policy, and stakeholder landscapes
- Strong relationship-building capacity across industry, environmental, Tribal, and governmental partners
- Commitment to workforce equity and inclusive leadership
- Political acuity and credibility with decision-makers
- Creativity, openness, and accessibility in leadership approach
- Ability to influence, align, and mobilize others toward shared outcomes

Desirable Qualifications

A bachelor's degree in natural resources, business, finance, or a related field and least seven years of professional experience in natural resource management, including experience with ecosystem service and carbon sequestration markets.



Key Behavioral Competencies

All employees of the DNR are required to consistently demonstrate the following core competencies:

- Personal Accountability
- Value Others
- Compassionate Communication
- Inspire Others
- Commitment to Excellence

APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume. In order to be considered for the first round of interviews please submit your application materials no later than May 11, 2026 by visiting www.karrasconsulting.net and clicking on “view open positions.”

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336.

The annual salary range for this position is \$125,016 - \$145,824. The starting salary may be less than the maximum.

The State of Washington is an equal opportunity employer and is strongly 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 State

Washington State offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high-energy urban center of Seattle, one of the nation’s top-ranked cities, to the more relaxed pace of our rural communities, Washington’s distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.

The position is located in Olympia, the capital city of Washington State. Olympia is a vibrant city with a small-town feel conveniently situated between Seattle and Portland, Oregon. Mount Rainier and the rugged Cascade Mountains provide majestic scenery to the east while Washington’s Pacific Coast is just an hour’s drive to the west. Olympia enjoys the benefits of an engaged and educated community and a well-supported school system, augmented by two universities and a community college.

