



workforce
SOUTHWEST WASHINGTON

WORKFORCE SOUTHWEST WASHINGTON CEO *Recruitment Announcement*

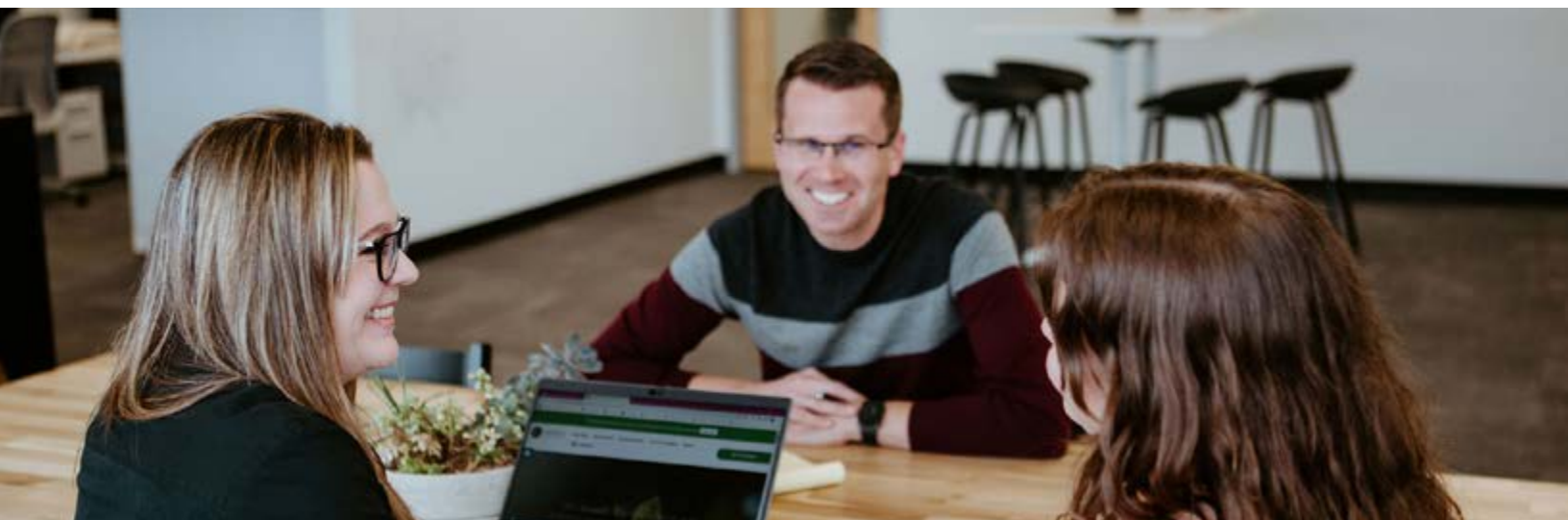
About Workforce Southwest Washington

Workforce Southwest Washington (WSW) is a nonprofit organization and the Local Workforce Development Board serving Clark, Cowlitz and Wahkiakum counties. WSW brings together businesses, education, economic development, community organizations, labor, government and other partners to strengthen the region's workforce and economy.

WSW works to ensure businesses have access to the talent they need to grow while connecting individuals with the skills, training and opportunities necessary to build meaningful careers and achieve economic mobility. Through strategic investments, partnerships and workforce initiatives, WSW helps align the region's workforce system with the evolving needs of employers and communities.

Central to WSW's work is a commitment to equitable outcomes and creating opportunities for individuals and communities throughout Southwest Washington. The organization works across sectors to identify workforce needs, leverage resources and develop innovative approaches that strengthen individuals, businesses and the regional economy.

The CEO leads a team of 14 and oversees a \$7.42 million operating budget, working in partnership with the Board of Directors and Executive Committee to advance WSW's mission while fostering a respectful, collaborative workplace where employees are supported and have the opportunity to succeed. The position is based at WSW's office in Vancouver, Washington, and offers a flexible work environment, with regular engagement and travel throughout Clark, Cowlitz and Wahkiakum counties and occasional work outside normal business hours to participate in meetings, events and community activities.



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About the Position

The CEO provides executive leadership, strategic direction and fiscal and program oversight for Workforce Southwest Washington. The CEO is responsible for advancing the organization's mission and strategic vision while strengthening WSW's role as a regional leader and convener in workforce and economic development.

The CEO will lead the continued implementation and refinement of WSW's strategic plan, cultivate strong relationships with regional and statewide partners, oversee organizational and financial performance, support and develop a high-performing staff, and ensure the effective coordination of the workforce development system across Clark, Cowlitz and Wahkiakum counties.

A key responsibility of the CEO will be building partnerships across business, education, government, philanthropy, economic development and community organizations to advance innovative workforce solutions. The CEO will also represent WSW in regional, statewide and national conversations regarding workforce development policy, emerging practices and opportunities.

The CEO reports to the Board Chair and provides executive leadership to the 30-member Local Workforce Development Board (LWDB).



Responsibilities

- Provide strategic leadership and direction for WSW and ensure organizational priorities, resources and activities are aligned with its mission and strategic plan.
- Maintain a strong understanding of the changing workforce and economic development landscape and identify innovative opportunities, partnerships and strategies.
- Engage businesses, community organizations, education partners, government agencies and other stakeholders to understand workforce needs and identify opportunities for collaboration.
- Lead implementation and continued refinement of WSW's multi-year strategic plan and establish clear organizational goals and measures of success.
- Advance WSW's commitment to equitable outcomes and ensure that equity and inclusion remain integrated throughout the organization's programs, partnerships and operations.
- Maintain and grow WSW's existing portfolio of funding while identifying opportunities to diversify revenue and expand resources consistent with organizational priorities.
- Ensure appropriate oversight, reporting and compliance related to federal, state, local and other funding requirements.
- Build and maintain strong cross-sector partnerships throughout Southwest Washington and beyond.
- Increase awareness and visibility of WSW, its programs and its impact throughout the communities it serves.
- Serve as WSW's primary spokesperson and represent the organization with business, education, government, philanthropic, nonprofit and community partners.
- Represent WSW on regional, statewide and national boards, committees and workforce development initiatives as appropriate.
- Lead, support and develop a talented and high-performing staff while maintaining a collaborative, respectful and inclusive organizational culture.
- Partner effectively with the Board and create meaningful opportunities for strategic engagement, input and governance.
- Support strong Board governance, including effective committee structures, recruitment and continued diversification of Board membership.
- Provide sound fiscal and organizational management and ensure accountability, legal compliance, ethical practices and responsible stewardship of resources.
- Lead organizational change effectively and help staff, partners and stakeholders successfully navigate changing priorities, funding environments and workforce needs.



The Ideal Candidate

Workforce Southwest Washington is seeking a collaborative, forward-thinking leader with a passion for workforce and economic development and a commitment to creating opportunities for individuals, businesses and communities.

The ideal candidate will be a strategic, big-picture thinker who can build upon WSW's strong foundation, translate strategy into action and identify innovative approaches to meet the changing workforce needs of Southwest Washington. The CEO will be an exceptional relationship builder who can establish trust and work effectively across business, education, government, nonprofit and community sectors.

The successful candidate will balance strong external leadership with effective organizational management, providing leadership to a talented staff and fostering a collaborative, inclusive and high-performing culture. The ideal candidate will bring sound judgment, integrity and excellent communication skills.





Desired Qualifications

A minimum of five years of progressively responsible leadership experience, preferably in workforce development, economic development or a related field. A background in nonprofit management and experience with publicly funded systems, including an understanding of the Workforce Innovation and Opportunity Act (WIOA), are highly desirable.

Candidates should bring demonstrated experience in strategic planning, fiscal management, fund development, partnership building and working collaboratively with Boards, staff and diverse stakeholders.

Any combination of education and experience that provides the necessary knowledge, skills and abilities will be considered.

Total Compensation

The annual salary range for the CEO position is \$178,000 to \$228,000, with an anticipated hiring range of \$178,000 to \$190,000, depending on the qualifications and experience of the selected candidate. WSW is an excellent employer offering an outstanding benefit package including comprehensive medical, dental, vision and life insurance, retirement system contributions, holiday, vacation and sick leave. To learn more about benefits offered please visit <https://workforcesw.org/about-workforce-sw-washington/careers-wws>



APPLICATION PROCESS

Persons interested in this position should submit the following information:

- A cover letter describing your interest in and qualifications for the position
- A current resume

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at karrasconsulting.net no later than October 30, 2026.

Workforce Southwest Washington is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay 711.

