

Recruitment Announcement
Executive Director



About the Agency

Energy Facility Site Evaluation Council (EFSEC) provides a “one-stop” siting process for major energy facilities in the State of Washington. EFSEC coordinates all evaluation and licensing steps for siting certain energy facilities in Washington. EFSEC specifies the conditions of construction and operation and manages an environmental and safety oversight program of facility and site operations. EFSEC maintains jurisdiction over project sites from application until eventual decommissioning and reclamation of the site. The Council’s responsibilities are listed in the Revised Code of Washington (RCW) [80.50](#). These responsibilities include siting large natural gas and oil pipelines, thermal electric power plants that are 350 megawatts or greater and their dedicated transmission lines, new oil refineries or large expansions of existing facilities, and underground natural gas storage fields. Energy facilities of any size that exclusively use alternative energy resources (wind, solar, geothermal, landfill gas, wave or tidal action, or biomass energy) can opt in to the EFSEC review and certification process as with certain electrical transmission lines.

Our History

In 1970, the Legislature created our agency to provide a "one-stop shop" for siting and permitting large energy facilities. The goal was to:

- Create a single decision-making organization, bringing together government agencies with different priorities
- Balance the need for new energy facilities with the broad interests of the public

Our Mission

Our work helps ensure the siting, construction and operation of energy facilities with minimal negative effects on the environment, ecology of the land and state waters, wildlife, and aquatic life. EFSEC aims to conduct thorough environmental reviews and ensures that approved facilities are accountable and compliant from construction to decommissioning. Explore our website [EFSEC](#) .

Our Leadership Team

Our leadership team brings a variety of background experiences and skillsets to their positions. The diversity and depth of their individual career trajectories is a crucial part of what makes EFSEC a strong and vibrant agency.

[Meet Our Council Members](#)

[Meet the EFSEC Leaders](#)

About the Opportunity

The Executive Director leads all agency programs and staff to make recommendations to the EFSEC Council for Council recommendations to the Governor on siting energy facilities. The Executive Director has significant statewide policy impact for energy facility siting and compliance. This position has ultimate oversight of all operations and staff to include managers and the management of senior policy staff. The selected incumbent develops Agency priorities and creates and implements strategic plans, balancing long and short-term goals, in accordance with EFSEC’s laws outlined in RCW 80.50. The Executive Director applies innovative management practices to meet expectations of the Chair and Council members. This includes management and performance metrics that exist in a sophisticated scientific environment. This role uses a variety of methods and principles that requires a highly experienced leader to bring strategic focus and results.

The Executive Director provides strategic leadership for all agency programs and staff, ensuring energy facilities comply with state and federal environmental laws. This role oversees the comprehensive review of energy facility applications and directs permitting and compliance activities to protect air and water quality. Acting as a key advisor to the EFSEC Council and the Governor-appointed Chair, the Executive Director ensures facility operations minimize environmental and ecological impacts. The Executive Director supports diversity, equity and inclusion efforts in state government and strives to ensure projects under EFSEC jurisdiction follow all state and federal guidelines in relation to clean and environmentally conscious energy production, transmission and storage.

This role oversees \$13 million dollars operating budget, and contractual budgets for all goods and services for EFSEC.



Responsibilities of the Executive Director include:

- Serves as the sole SEPA Responsible Official, responsible for implementing the provisions of the State Environmental Policy Act (SEPA) [RCW 43.21C](#)
- Implements [RCW 80.50](#), [RCW 80.70](#), [RCW 80.80](#), and [WAC Title 463](#); and specific provisions in [RCW 34.05](#), [RCW 90.48](#) (Washington Pollution Control), and [RCW 70A.15](#) (Washington Clean Air Act)
- Tribal engagement: Government to Government responsibilities
- Oversees the day-to-day management and administration of staff, budget, human resources, and other areas to ensure efficient operation of the agency and compliance with all state laws, policies and regulations
- Oversees the comprehensive review of energy facility applications and directs permitting and compliance activities to protect air and water quality.
- Ensures the State Environmental Policy Act (SEPA) is implemented and adhered to in all projects under the jurisdiction of EFSEC
- Builds relationships and collaborates with stakeholders to ensure all energy production, transmission, storage, and manufacturing of components are consistent with state and federal siting laws. This includes construction, operational, and eventual decommissioning of the project
- Exercises independent judgment within legal and agency HR policy framework related to interviewing, hiring, training, mentoring, recognizing, and developing personnel
- Has ultimate oversight of all operations and staff to include managers and the management of senior policy staff
- Has significant statewide policy impact for energy facility siting and compliance
- Demonstrates ability to hold staff accountable including giving clear direction, defined objectives, managing performance based on agency policy and HR best practices
- Ensures all aspects of environmental and cultural reviews are complete prior to Council consideration
- Determines when a project is ready to move forward for consideration of certification
- Conducts performance evaluations and corrective actions or programs for staff development
- Evaluates, prioritizes, and authorizes expenditures of agency funds annually
- Develops direct decisions on daily operations including IT, risk management, contracts, procurement, performance management and HR
- Works closely with other agency Executive Directors, with EFSEC staff, the Chair and Council to achieve strategic plan objectives, facilitate Tribal and community engagement, respond to emerging needs, and ensure energy projects under EFSEC jurisdiction maintain compliance through the life cycle of the project

The Ideal Candidate

EFSEC's next Executive Director will be an innovative leader who seizes and creates opportunities to excel and improve the direction of the agency. You will be an active collaborator who can respond to wide ranges of demands. You are knowledgeable in the field of Environmental Science, Natural Resources, energy production, transmission and storage. You are a leader that delivers consistent and active presence, dedication to efficiency, integrated workflows and promotes trust through teamwork. Not only are you experienced, but you also have passion for technical and associated policy detail, but also a passion for process-improvement, building relationships and collaborating with stakeholders to ensure all energy production, transmission, storage, and manufacturing of components are consistent with state and federal siting laws. If your work experience, education, and executive leadership proficiencies align with EFSEC's core value and commitment to siting, construction and operation of energy facilities, then EFSEC invites you to apply.



Required Qualifications Knowledge, Skills, Education & Abilities

- Demonstrable Executive level leadership experience or training
- Familiar with program management practices
- Familiar with Personnel laws, rules, and procedures
- Versed in Organizational management principles and dynamics
- Bachelor's degree, preferably in related field such as Environmental Science, Natural Sciences, Business Administration, or closely related field

Preferred Desired Education & Experience

- Master's Degree in Environmental Science, Natural Sciences, Business Administration or closely related field
- AND**
- Five (5) years' experience with management of programs and staff supervision at the 2nd level
- AND**
- Seven (7) years' experience in the energy production, transmission and storage field

Special Requirements Condition of Employment

- Conflict of Interest: RCW 42.52 limits EFSEC's ability to employ any person who owns stock in any company the Council regulates or is otherwise financially interested in such company



Core Competencies

- Customer focus – Responsive to both internal & external customers
- Results focus - Manages workload and interpersonal relationships to achieve results
- Communication skills - shows respect and courtesy in interpersonal communications
- Adaptability/flexibility – adjust plans to meet changing needs / open to new ideas
- Self-development – seeks developmental assignments to improve skills
- Leadership – promotes a cooperative and respectful work environment / models desired behaviors
- People development – assumes coaching and mentoring roles as appropriate / coordinates plans with others
- Planning – develops realistic plans, aligned with agency goals / creates contingency plans
- Strategic thinking – communicates a long-term vision/balances short and long-term goals/keeps own & team’s work aligned with overall goals

Position Specific Competencies

- Knowledge and expertise in Washington energy facility siting laws and regulations, state and federal environmental regulations, State Environmental Policy Act (SEPA) laws and procedures, Administrative Procedure Act, state budgeting procedures, legislative procedures and processes
- Strong communication skills to convey complex environmental and siting procedural issues to state and local agencies, the public, & media
- Able to work cooperatively in very contentious and adversarial settings
- Capable of explaining and interpreting laws and rules to attorneys as well as the public
- Communication skills -shows respect and courtesy in interpersonal
- Provide leadership and vision in development of policies and procedures for EFSEC activities and processes
- Ability to build and maintain strong and effective working relationships with EFSEC Chair; state and local members; staff; interested organizations; federal, state and local agencies; contractors; and the public

Experience

- Demonstrated experience in strategic planning
- Experience in assessing and managing continuous effects of changing environments
- Demonstrated experience managing multiple programs and staff at all levels
- Policy and resource development experience
- Performance measurement experience
- Budget development and fiscal management experience
- Organizational development and culture experience
- Demonstrated human resource strategies including diversity and team structure experience
- Managing executive/professional staff), stakeholder and legislative relations
- Experience leading an organization through significant change and continuous process improvement, including the ability to lead staff and influence positive outcomes

Application Process

Interested applicants will be required to submit the following documents along with the application. Failure to submit **all** requested documents may disqualify your application. **Click the APPLY button at the top right of the Careers Job announcement page to start your application.**

- A letter of interest
 - A current resume, detailing experience, and education
 - A current list of at least three (3) professional references with current contact information
 - **Your responses to the additional supplemental questions below. Per each subject below, respond in the order shown.** Please submit using: Word doc or PDF format.
-

Supplemental Questions for: Executive Leadership & Management

Executive Management (Level 3+): How many years of experience do you have in an executive leadership role (defined as reporting to a CEO, Board, or Agency Head)? Briefly describe the size and scope of the organization you managed.

Budget Oversight: Please specify the largest annual budget you have had direct signatory authority over. Describe your experience with budget development, forecasting, and mid-year adjustments.

HR & Personnel: Describe your experience in managing HR functions at a division or agency level. Have you been responsible for performance evaluations, disciplinary actions, or labor relations/union negotiations?

Supplemental Question for: Supervisory & Team Building

Leadership Style: Provide an example of a time you had to lead a team through a significant organizational change or restructuring. What was the outcome?

Supplemental Questions for: Specialized Environments

Environmental Requirements: Describe your experience ensuring compliance with state and federal environmental regulations (e.g., NEPA, CEQA, or Clean Water Act). How do you stay current with evolving environmental policy?

Council/Regulatory Environment: Describe your experience working within a council-manager or regulatory framework. How do you maintain professional neutrality while implementing policy set by elected officials?

Board Operations: Have you ever served as a primary liaison to a Commission, Council, or Board? Explain your experience in managing staff who prepare board packets, public notices, and deliver presentations in a public forum.

Supplemental Question for: Intergovernmental Relations

Tribal Relations: Describe your experience working with Tribal Nations or communities. Please highlight your understanding of tribal sovereignty, treaty rights, or the "government-to-government" consultation process.



Compensation

This is an Exempt BAND 4 (AT-WILL) position. The annual salary range for this position is: \$143k - \$165k and will depend on candidate's experience.

Washington State offers one of the most competitive benefits packages in the nation. Benefits include health and retirement plans, paid leave, staff training and other benefits that you can mix and match to meet your current and future needs. Click [here](#) to learn about all state [benefits](#).

Contact Information

For questions about this recruitment or to request a reasonable accommodation in the application process, contact recruiter:

Rachel Vaughan
by email: rachel.vaughan@des.wa.gov or jobs@des.wa.gov

This position will remain open until filled. Application assessments will be ongoing, and the hiring authority reserves the right to offer the position at any time during the recruitment process. It is to the applicant's advantage to apply as early as possible.

Email the recruiter to request the full job description.

Conditions of Employment

Background Check Notice:

Prior to any new appointment into the Energy Facility Site Evaluation Council, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.

Opportunity for All:

The Energy Facility Site Evaluation Council celebrates our differences and we are committed to a workplace that supports equal opportunity employment and inclusion regardless of race, creed, color, national origin, citizenship or immigration status, marital status, families with children (including pregnancy, childbirth, or related medical conditions), sex, sexual orientation, gender identity diversity, age, status as a protected veteran, honorably discharged veteran or military status, status as an individual with the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with disabilities or other applicable legally protected characteristics. We will also consider qualified applicants with criminal histories, consistent with applicable federal, state and local laws.

You are welcome to include the name and pronoun you would like to be referred to in your materials, and we will honor this as you interact with our organization.

NOTE: *By submitting your application materials, you are indicating that all information is true and correct. The state may verify information. Any untruthful or misleading information is cause for removal from the applicant pool or dismissal if employed.*