



**Job Description**  
**Cascadia Consulting Group, Inc.**  
**Director— California Office**  
**Oakland, CA**

Cascadia Consulting Group develops and implements innovative solutions to today's environmental challenges. Founded in 1993, we work with private and public-sector clients to advance sustainability through recycling and materials management, climate change mitigation and adaptation, energy efficiency, and water and natural resources management. The Cascadia team brings both expertise and creative thinking to research and analysis, strategic planning, program design and implementation, and outreach and evaluation. With offices in Seattle, Oakland, Los Angeles, and Phoenix, we serve clients across the country and abroad. Our mission is to pioneer a sustainable future, making a positive difference for our clients, our global community, and the environment.

Cascadia aspires to be a multi-cultural organization and seeks to hire individuals who contribute to our cultural fluency. We value employees who are aware of their own cultural lens; understand the impact it has on their interactions and their work; and can effectively connect across culture and difference, with a particular sensibility around race, class, gender, sexual orientation, and physical ability. Additionally, we hire individuals who value a collaborative, fast-paced work environment, who can think creatively and communicate effectively, and who will work hard to get the job done well. Consulting is about taking initiative, problem-solving, and serving clients, so we seek staff with those skills. We offer a flexible working environment and provide excellent benefits. The firm is a multiple recipient of the [Alfred P. Sloan Award for Business Excellence in Workplace Flexibility](#).

**Position Description:**

Cascadia is currently hiring a Director to lead its California operations. This position will report to the CEO and be a part of the Executive Management Team. Immediate focus will be on oversight and leadership of the California staff and the development of new business. Strong regional connections and cultural understanding are required for the success of the individual in this position. The Director will have profit and loss responsibility for the office, opportunities for growth, and the opportunity for an equity position within the company after one year.

**Primary job responsibilities for this position include:**

- In collaboration with other Directors, lead California operations, including staff management and business development efforts, across Cascadia's Lines of Business.
- Provide supervision and leadership to staff, promote a culturally competent work environment, set priorities, manage staff and workloads, and provide direction to ensure successful completion of work products.
- Identify and pursue strategic business development initiatives with new and existing clients, network with clients and partners, and attend and present at conferences.
- Interface directly with clients as a lead consultant, principal-in-charge, and/or project manager.
- Lead selected proposal-writing processes in conjunction with other Directors and subject matter experts, including developing the proposal response strategy, managing the proposal team, writing content, and participating in interviews and the consultant selection process.
- Ensure that projects are delivered on time, within budget, and in accordance with Cascadia's reputation and standards for producing high-quality work products.



**Qualified candidates will possess the following:**

- Previous consulting experience, senior-level government experience, or senior-level corporate experience with a demonstrated ability to make initiatives happen, progressively increasing responsibilities, and concrete accomplishments.
- Proven ability to effectively engage with diverse staff, clients, partners, and subcontractors across the public and private sectors.
- Strong people-management and supervisory skills.
- Proven ability to leverage client relationships in developing new business and revenue streams.
- Established network of public and/or corporate clients.
- Proven ability to manage complex projects and programs effectively and efficiently.
- Proven ability to facilitate meetings, provide strategic input, problem-solve, and drive an effective decision-making process utilizing culturally responsive practices.
- Openness to reflective practice (i.e. capacity for introspection, being self-aware when communicating with others).
- Ability to practice racial and economic consciousness in working relationships with others.

Annual salary range will depend on experience. Benefits include health insurance, 401K, life insurance, long-term disability, transportation subsidies, and generous vacation. For the right candidate, this position has opportunities for growth, progressively increasing responsibility, and an ownership position with the company.

To apply, please send resume and cover letter to [jobs@cascadiaconsulting.com](mailto:jobs@cascadiaconsulting.com) and indicate Director – California – [Your Name] in the subject line. In your cover letter, describe what you see as the unique opportunities/challenges in effectively executing environmental consulting in the Bay Area. Position open until filled. Application review will begin on October 12, 2015.