



Pacific Northwest Hydrogen Association

## **EXECUTIVE DIRECTOR**

*Recruitment Announcement*

### **About the Pacific Northwest Hydrogen Association**

The Pacific Northwest Hydrogen Association (PNWH2) is a multi-state nonprofit coalition of public and private partners planning to create a hydrogen network in the Pacific Northwest, called the PNWH2 Hub, to develop and bring to market clean hydrogen power solutions that can help meet the nation's clean energy goals.

The coalition includes the states of Washington, Oregon and Montana, and representatives from Tribal Nations, labor, business and industry, higher education, government, and the environmental community.



The U.S. Department of Energy (DOE) selected the PNWH2 Hub for award negotiations as one of seven Regional Clean Hydrogen Hubs in October 2023 as part of a competitive nationwide process. DOE's vision is that the hubs "will form the foundation of a national clean hydrogen network that will contribute substantially to decarbonizing multiple sectors of the economy. Matching the scale-up of clean hydrogen production to a growing regional demand is a key pathway to achieving large-scale, commercially viable hydrogen ecosystems."

With the PNW regional strength in growing a green economy, the region formed a private-public partnership intended to jumpstart the state's transition to clean hydrogen, particularly to decarbonize sectors such as maritime, aviation, and heavy industry.

The Pacific Northwest Hydrogen Association brings together key players in the industry

to respond to the opportunity, build the infrastructure necessary to form such a hub and integrate it into the region's clean energy portfolio

The PNWH2 Hub will focus on demonstrating clean and economically viable hydrogen production and use in hard-to-abate sectors to replace carbon-intensive processes. The hub's efforts will accelerate the deployment of these technologies and enable infrastructure, attract greater investments from the private sector in our region, and promote high-quality jobs in our communities with a strong focus on social equity and environmental justice as guiding principles.

It is predicted the PNWH2 Hub's projects will drive economic opportunity across all demographics, creating or supporting more than 10,000 good paying jobs and stronger energy security to improve the lives and futures of people throughout the region.



## About the Position

The Pacific Northwest is a leading player in the sustainable energy sector, committed to driving the transition towards a greener and more sustainable future. The new Executive Director will be at forefront of the hydrogen revolution, leading an organization that will serve as a catalyst for innovation, research, and development in the hydrogen economy.

The Executive Director will be responsible for providing strategic direction, overseeing day-to-day operations, and fostering collaboration among industry stakeholders, research institutions, and government agencies to advance hydrogen technologies and applications. The PNWH2 is eligible to receive up to \$1 billion in federal funding over an eight year Department of Energy multi-phase grant.



### *Essential Duties and Responsibilities*

#### **Strategic Leadership:**

- Develop and execute a comprehensive strategic plan for the PNWH2, aligning with the organization's overall mission and goals.
- Identify and pursue opportunities for growth, partnership development, and innovation within the hydrogen sector.

#### **Operations Management:**

- Oversee the day-to-day operations of PNWH2, ensuring efficiency, compliance, and alignment with organizational objectives.
- Manage Association budget, resource allocation, and financial reporting.
- Manage relationship and approvals for Contracts, Agreements and Reporting of the Association's Project Management Organization, Subcontractors, and Subrecipients; including

budgeting, resource allocations, and reporting approvals for the U.S. Dept. of Energy Award to the PNWH2.

#### **Stakeholder Collaboration:**

- Build and maintain strong relationships with industry partners, tribes, research institutions, government agencies, and other stakeholders.
- Foster a collaborative environment that encourages knowledge-sharing and joint initiatives to advance hydrogen technologies.

#### **Advocacy and Outreach:**

- Represent the Hydrogen Hub in industry forums, conferences, and with government bodies to advocate for policies that support the growth of the hydrogen economy.
- Lead outreach efforts to raise awareness of the PNWH2's initiatives and contributions.

## The Ideal Candidate

The new Executive Director must have demonstrated leadership skills and set a standard by intellectually and emotionally engaging people at all levels – from Board Members to partners. For this important role the Board seeks a dynamic, highly credible, unifying leader who is deeply committed to the success of the PNWH2 Hub; is a strategic big-picture thinker; and one who will be able to implement Board direction.

The Executive Director must be eager to make a personal investment in the long-term success of PNWH2 Hub. Proven leadership experience and political and business acumen are essential. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.

### LEADERSHIP:

- *Lead courageously:* Continuously build and defend the strength, reputation, and image of PNWH2. Engage, motivate, and inspire around shared vision and mission.
- *Demonstrate principled leadership,* personal courage, and decisiveness.
- *Foster collaboration:* Provide the tools, systems, and resources that create a supportive environment for working as a team. Strive for results. Set high standards of performance. Be bold.

### COMMUNICATION:

- *Inspire trust:* Communicate honestly, be trustworthy and consistent, follow through on commitments, and create an atmosphere of integrity, marked by fair, respectful behavior.
- *Speak and write effectively:* Explain direction and ideas with conviction in all settings; formal presentations, one-on-one and small and large meetings.

- *Listen:* Actively listen to Board members, participating projects, and partners.
- *Promote open communication:* Maintain an environment where communication is open and direct, encouraged, rewarded, and relevant
- *Marshal support:* Coordinate and cooperate with members and groups having divergent viewpoints and needs. Help them find common ground.

### CONSTITUENT RELATIONS AND COLLABORATION:

- *Drive effective external communications:* Develop and nurture mission-critical relationships with members, community partners; business and civic leaders; political leaders and the media.
- *Be visible* across the state and as necessary in Washington D.C.
- *Build consensus:* Collaborate, facilitate, and develop relationships.



## DIVERSITY, EQUITY, AND INCLUSION:

- *Demonstrate commitment to DEI:* Support policy changes that eliminate systemic racism, inequity, and other disparities to build stronger and more equitable communities. Champion programs and services that support members in DEI work.
- *Cultural competency:* Focus on racial equity in ways that enable effective working relationships in diverse communities and cross-cultural situations. Use an equity lens to analyze the impact of policies on underserved and marginalized individuals and groups to identify and eliminate barriers.

## STRATEGIC PLANNING:

- *Provide visionary insight:* Be able to translate big picture vision and goals into both long and short-range plans that are comprehensive, realistic, and effective. Identify key opportunities resulting from the intersection of external events (political, social, economic, demographic, environmental) to develop and strengthen PNWH2's effectiveness.
- *Fearless commitment to vision:* Create and communicate a vision that is aligned with the strategy and direction of PNWH2 Hub. Clarify other's involvement in the vision, inspiring a sense of energy and ownership, creating a culture of high performance, diversity, and recognizing the efforts of others.

## Desirable Qualifications

A Bachelor's degree with at least ten years of experience in an executive leadership role. A Masters degree is a plus.

## Compensation

PNWH2 offers a competitive Executive total compensation package, consistent with market-based practices for individuals possessing the experience and skills needed to lead the organization. The annual salary range for the position is \$225K - \$275K. Additional compensation will be provided for a comprehensive benefit package.



# APPLICATION PROCESS

*If you are interested in this position, 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 at [www.karrasconsulting.net](http://www.karrasconsulting.net) as soon as possible but no later than February 29, 2024

Studies have shown that women, trans, non-binary, Black, Indigenous, and other People of Color are less likely to apply for positions unless they believe they meet all the desired attributes. We are most interested in finding the best candidate for the position. We strongly encourage candidates to apply, even those who might not believe they possess every one of the desired attributes. Applicants who most closely exhibit the desired attributes will be invited to continue in the application process

PNWH2 is committed to hiring and retaining high-performing, well-qualified employees with varied perspectives and experiences who represent the demographics of PNWH2's diverse membership. In addition, PNWH2 is committed to fostering a work environment that is fair and equitable to all employees. We will provide assistance in the recruitment, application, and selection process to applicants with disabilities who request such assistance.

