



EXECUTIVE DIRECTOR



The Port of Anacortes is seeking to hire a new Executive Director. This position will play a dynamic role in leading the Port through many opportunities that lie ahead, including growing the local economy in harmony with a thriving community; continuing a tradition of vigorous investment in public infrastructure to support commerce and jobs; strengthening partnerships and relationships within the community; and supporting a cohesive team of professionals as the Port continues to evolve and thrive. Our next executive director must embrace these roles while looking 10 years down the road to perceive new opportunities and strategically position the Port for success.

About the Port of Anacortes

The Port of Anacortes, located on Fidalgo Island in the historic city of Anacortes, is a dynamic maritime hub dedicated to fostering economic vitality and preserving the environmental health and natural beauty of its surroundings. Governed by a five-member Board of Commissioners and supported by a dedicated team of 75 full- and part-time employees, the Port team works every day to deliver on its mission of supporting commerce and job creation while protecting the quality of life for area residents.

Our commitment lies in cultivating cohesive partnerships that uphold the distinctive balance and exceptional quality of life within our community. We firmly believe that this objective is realized through dedication, transparent collaboration, integrity, and hard work. And we achieve this while having fun with our Port team and encouraging a healthy work/life balance.

Job Summary

The Executive Director is responsible for communications and counsel to the Port's Board of Commissioners for the purpose of implementing and managing Port policies. Also responsible for the comprehensive leadership and management of all Port related operations and in furthering the Port's mission. The Executive Director works closely with customers, staff, industry, general public, and community leaders. This position leads and supervises the Port's departmental directors, coordinating efforts in areas of operations.



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Essential Functions

- Assists the Commission in defining the Port's shared vision and advises on key challenges and opportunities.
- Oversees Port administration and operations in alignment with Commission directives.
- Leads proactive initiatives to protect and enhance the natural environment.
- Cultivates strong relationships with Port stakeholders and the broader community.

Preferred Qualifications

- Bachelor's degree and five or more years' director-level management experience.
- Demonstrates integrity, effective leadership, and fosters positive work environments.
- Strong business and financial acumen.
- Clear communication and relationship-building skills.
- Displays entrepreneurial spirit, resourcefulness, and strategic thinking.

Compensation & Benefits

Annual Exempt Salary Range: \$195,000 - \$225,000

Our benefits package includes a robust state retirement plan with deferred compensation choices, alongside comprehensive coverage for medical, dental, vision, life, AD&D, and long-term disability—all with incredibly low monthly premiums (\$0 - \$8). Additionally, we offer an excellent medical PPO plan, a port-funded health savings account, a \$75 monthly gym reimbursement, and generous paid time off (PTO) that includes vacation, sick leave, holidays, personal leave days, and exchange time.

To Apply

Please visit our website for application materials and submission instructions:

<https://www.portofanacortes.com/executive-director> First consideration given to applications received by April 8, 2024. The position will remain open until filled.

Selection Process

Candidate materials will be reviewed and evaluated and selected candidates will be invited to participate in the following selection activities:

Virtual screening interviews: April 25, 2024

Onsite selection process: May 7, 2024 - May 8, 2024

Port of Anacortes is an Equal Opportunity Employer.