

# DIRECTOR / SENIOR DIRECTOR (DAVIS, CA)

Kearns & West





## THE ORGANIZATION

Kearns & West is a national collaborative problem-solving, conflict resolution, and strategic communications firm with offices in Sacramento/Davis, Los Angeles, San Diego, and San Francisco, CA, Portland, OR and Washington DC. Kearns & West's collaboration practice emphasizes taking a diverse range of issues, opinions, goals and interests and organizing them into clear, productive processes that lead to successful conclusions. K&W works extensively – but not exclusively – on public policy decision making, conflict resolution, and citizen engagement and outreach across a broad spectrum of issues.

K&W seeks to provide a working environment of opportunity, respect and diversity in which team members work together to make an impact in their chosen fields and build sustaining professional practices. The firm is committed to the professional development and growth of team members and offers a partnership track for senior professionals.

The firm provides an opportunity to work on complex and significant programs, projects and policies and has experience working at local, state, regional, and national levels. The firm covers a variety of sectors including energy, water, marine resources, land use and natural resources, government, business and academia, community and regional planning and technology and Internet.

For more information about the company, please visit: <http://www.kearnswest.com/>.

## THE OPPORTUNITY

Kearns & West is seeking to hire an experienced policy professional with 8-12 years of experience, demonstrated interest and success in collaborative engagement to join the Sacramento Region office (located in Davis, California) as a Director or Senior Director.

The Director/Senior Director will develop, support and lead collaborative problem solving, conflict resolution, and public outreach and engagement projects involving stakeholders from state and federal agencies, tribal communities, advocacy organizations, industry, and local government in California and across the United States. A list of past and current K&W clients can be found at <http://www.kearnswest.com/about-us/clients/>.

This position involves a wide range of responsibilities and roles, including: all aspects of planning and executing a full range of stakeholder-focused meetings, workshop, and other forums; applying a diverse set of process skills including facilitation and mediation; designing and conducting

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effective public involvement; strategic planning; development of project proposals and identification of new business opportunities; project and client management; and contract administration. Candidates from a variety of backgrounds, including dispute resolution, public policy, and communications will be considered. An interest in collaborative problem-solving and effective communications is essential. This position requires a non-partisan, neutral approach to policy issues and solutions consistent with K&W's principles of impartiality.

In particular, the position offers the right candidate the opportunity to build or advance a career in dispute resolution, including planning and executing stakeholder input processes; supporting clients in building their negotiation capabilities; assessing complex issues; engaging diverse communities and constituencies in public policy processes; developing collaboration information gathering and planning processes; developing consensus-backed plans, policies and settlements; and translating consensus into agreements, implementation and adaptive management programs.

## THE IDEAL CANDIDATE

The ideal candidate will be someone with experience in the policy arena and demonstrated interest in a range of collaborative engagement and conflict resolution skills. This candidate will also have a track record of successful client development and strategic decision making. The ideal candidate will be enthusiastic in joining the K&W team as a senior member with an interest in eventually becoming a Principal.

In addition, the ideal candidate will be:

- Committed to good public policy, integrity and positive solutions
- Able to both lead and contribute to teams and groups
- Organized and prepared to contribute to broader team organization
- Comfortable planning and facilitating stakeholder meetings, workshops, and other forums of diverse sizes, as well as public meetings that involve a high level of conflict
- Committed to business development and growing Kearns & West's collaboration practice sector and/or a pre-existing client base
- Willing to mentor and support other team members in their professional development
- Adaptable and flexible
- An effective and reliable communicator and skilled writer
- Able to reliably set priorities, manage multiple tasks, and meet project deadlines
- Able to work and balance multiple projects for multiple clients
- Successful at balancing working as part of a team with working independently

- Comfortable operating in a small (3-4 person) office environment and collaborating virtually with inter-office teams (based in San Francisco/Los Angeles/Portland/Washington, DC).

A successful candidate will be someone who embraces this unique opportunity to help grow and potentially play a leadership role the Sacramento/Davis office.

## Education, Certifications and Experience

- Requires a Bachelor of Science or Bachelor of Arts degree. An advanced degree or education and/or policy-level experience in government or the private sector is preferred.
- Preferred Experience: Successful candidates will have 8-12 years of experience with stakeholder engagement, meeting facilitation, conflict management and resolution, local and regional government, public policy, and/or community relations. Demonstrated success in building client relationships and generating business is desired. Fluency in Spanish is a significant plus.
- Experience working in California is strongly preferred.

## COMPENSATION

The salary for this position is open, and will be dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include: profit-sharing; 401K; bonuses; health, dental and disability insurance; vacation and holidays; and more.

## HOW TO APPLY

Please **apply immediately** at [www.allianceRC.com](http://www.allianceRC.com).

For questions and inquiries, please contact:

Sherrill Uyeda or Cindy Krebs

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