

# Position Announcement: Executive Director



Nordic Northwest is the home for discovering and sharing Nordic culture for the enjoyment and enrichment of the Pacific Northwest community.

## About Us

Founded in 1986 in Portland, Oregon, Nordic Northwest (NNW) is a cultural home and hub, a place where people of all backgrounds can connect with the Nordic region's values, stories, arts, and ways of living. Our programs include concerts, exhibits, film screenings, classes, performances, celebrations throughout the year, and more. We introduce new generations to the Nordic past, celebrate the values of contemporary Nordic societies and highlight new developments and innovations from Denmark, Iceland, Finland, Norway and Sweden. We are an inclusive community and seek to uphold the ideals of the contemporary Nordic countries, including sustainability, egalitarianism and a deep connection to nature.

NNW is located on and owns a beautiful four-acre campus that contains the Nordia House cultural center, Fogelbo historic house and collections, wetlands and more. In addition to our offices and event space, the Nordia House is home to the Broder Söder restaurant and Nordic Finnware giftshop.

NNW is proud to have an intergenerational membership of approximately 1660 individuals. We benefit from the talents of a team of 11 staff and almost 460 volunteers, plus several volunteer committees. NNW has an annual operating budget of close to \$1.9 million, an operating reserve of \$800,000, and an endowment of nearly \$2.3 million.

## The Opportunity

NNW is seeking a dynamic and experienced leader to guide our organization in its next phase of development. This individual should share our enthusiasm for NNW's mission, programs, vibrant community, and future potential. The Executive Director (ED) will lead NNW's capable staff team, report to an engaged Board of Directors, and value the important role of our talented volunteers. This opportunity is suited to a strategic, highly collaborative leader with nonprofit management experience and excellent people skills.

The next ED will play a lead role in building on NNW's strong foundation and charting a sustainable path forward. As our founding generation ages, we look to attract a younger, more diverse audience and membership; this will entail retaining a mix of traditional programs and shaping new offerings that ensure future relevance. Likewise, we see a need to diversify our funding base. While our financial position is strong, the organization will close this year with a deficit; strategically addressing our revenue prospects is essential for financial sustainability.

NNW's new ED should be excited to assume an active role in fostering relationships, both internally and externally. This will require an individual with the relational skills and grace to help mend and renew relationships that have been frayed in recent years, and lead efforts to nurture new relationships and partnerships and broaden NNW's visibility. In addition, the new ED will advance efforts underway to clarify roles and better align the work of our staff, volunteers, and Board – to strengthen how we work together and related communications.

This is an exciting time to join NNW, with considerable opportunities ahead, and we look forward to welcoming the next ED to our team!





## Nordic Northwest Values

We believe in fostering an inclusive, welcoming community where people feel they belong. Our shared values include:

- Social Equity and Fairness
- Environmental Sustainability
- Trust and Ethical Behavior
- Stewardship
- Innovation and Creativity

## The Ideal Candidate – Experience and Capacities

NNW is seeking an Executive Director with the following profile.

- **Mission-Driven Leadership.** A strategic leader who is enthusiastic about NNW's mission and values, and has knowledge of and/or a keen interest in Nordic cultures and heritage. Skills needed to unify people around a shared vision and strategy for future sustainability, and to turn vision into action. Ability to set clear plans, and to motivate, empower and hold others accountable – and achieve results.
- **Management and Organization.** Demonstrated experience in overseeing programs, systems, and operations (finances, HR, facilities/site, etc.), delegating, and nurturing a high-performing team and organizational culture. Solid financial skills, business acumen, and creativity to find opportunities for improvement. A track record of working well with an engaged membership and volunteers and further developing an active nonprofit Board.
- **Partnerships and Collaboration.** A skilled communicator who is energized to be a public spokesperson for NNW, nurture and build relationships, and raise NNW's visibility. The motivation to understand and respond to community interests, develop new audiences and partnerships, and create a welcoming environment. A great listener who collaborates and builds trust with a wide range of people, fosters diverse viewpoints, and navigates difficult conversations with strength, humility and grace.
- **Fundraising.** Proven experience to shape and execute fund development strategies and plans, working closely with Board members, the Development Director and others. The initiative and skills to cultivate and steward donor relationships, inspire giving, and lead efforts to expand and diversify NNW's funding base through donations, grants, sponsorships, and earned revenue, to support sustainable growth.

## Salary and Benefits

- Starting salary of \$130,000 to \$150,000.
- Full-time, exempt, in-person/hybrid, in Portland, Oregon.
- Benefits include medical/dental insurance, 403(b) retirement plan, and PTO.

## To Apply

Please submit the following by **Sunday, April 12, 2026**:

1. A cover letter that demonstrates how your experience and skills would make you a good fit for this position, and what about this opportunity most interests you.
2. A complete chronological resume.
3. Note how you heard about this opportunity.

Please send your application **as a PDF** via email to:

[NordicNW@pagetwopartners.com](mailto:NordicNW@pagetwopartners.com), attention: ED Search Committee. We will acknowledge receipt of your application, and all inquiries will be handled confidentially.

## Equal Opportunity Employer

Nordic Northwest is an equal opportunity employer, committed to developing an organization that is reflective of and sensitive to the needs of the diverse community we serve.



For more information, including the ED Job Description, visit [www.NordicNorthwest.org](http://www.NordicNorthwest.org).

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