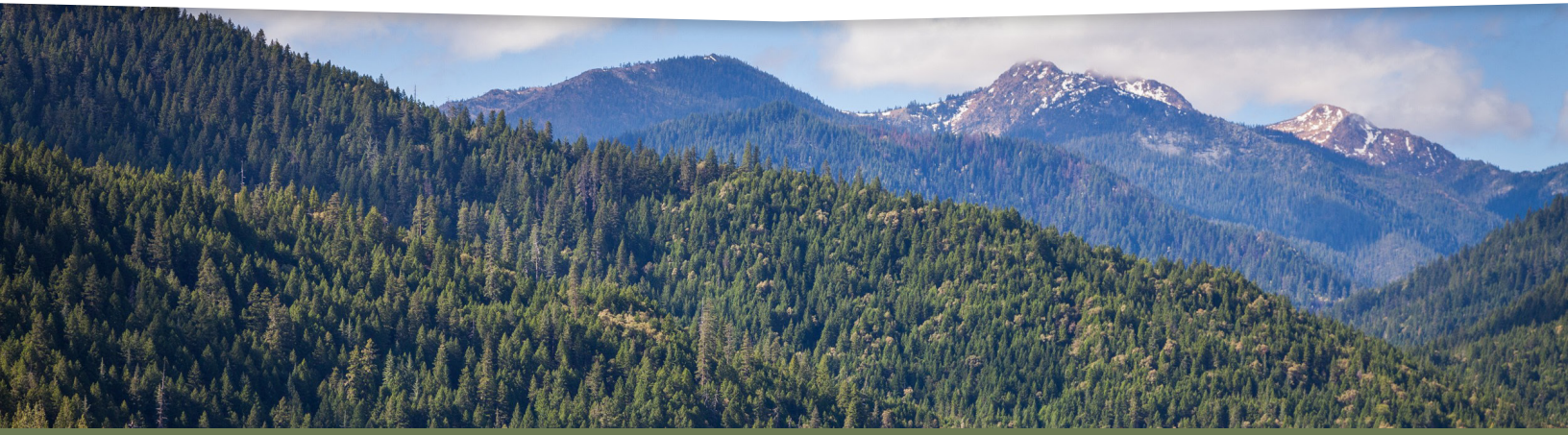
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CAREER OPPORTUNITY

EXECUTIVE DIRECTOR

ASSOCIATION OF O&C COUNTIES | ROSEBURG, OR | REMOTE*

COMPENSATION (CONTRACT-BASED): $145,000 per year

THE ASSOCIATION OF O&C COUNTIES (AOCC) is seeking a strategic, politically astute, and experienced Executive Director to lead the Association's advocacy efforts, strengthen relationships with member counties, and advance responsible federal timber land management throughout western Oregon. Reporting directly to the Board of Directors, the Executive Director oversees the administration of this unique organization, including managing an annual operating budget of approximately $750,000 and the work of several contract staff. This is a unique opportunity to shape state and federal natural resource policy, protect essential county revenues, and champion the economic vitality of communities that depend on O&C lands. Working closely with county commissioners, federal officials, and key stakeholders, the Executive Director navigates complex political challenges and advances the Association's long-term priorities. The ideal candidate is a persuasive advocate, skilled communicator, and motivated self-starter with a strong understanding of federal land management and a commitment to the communities AOCC serves. **Apply today and champion the legacy and future of Oregon's O&C Lands!**

*While most day-to-day responsibilities can be performed remotely, the Association prefers that the selected candidate reside within one of AOCC's member counties upon assuming the role. Frequent travel throughout western Oregon is required to attend in-person meetings and engage with member counties, along with periodic travel to Washington, D.C., to meet with federal policymakers and key stakeholders.

ASSOCIATION OF O & C COUNTIES
AOCC
EST. 1925

THE REGION

ENCOMPASSING MUCH OF WESTERN OREGON, the counties served by the Association of O&C Counties (AOCC) feature some of the Pacific Northwest's most breathtaking landscapes, from the rugged Oregon Coast and lush forests of the Coast Range to the fertile Willamette Valley and scenic Cascade Mountains. The region includes Salem, Oregon's state capital and home to the State Legislature, along with vibrant communities such as Eugene and Medford. Known for its natural beauty and distinctive blend of urban and rural lifestyles, western Oregon offers year-round outdoor recreation, including hiking, fishing, rafting, skiing, and exploring picturesque coastlines, rivers, and waterfalls. The region is also celebrated for its renowned wineries, thriving agricultural communities, charming downtowns, and rich cultural attractions. Supported by industries including forestry, agriculture, healthcare, manufacturing, technology, and tourism, western Oregon offers a strong regional economy and an exceptional quality of life.



COUNTIES SERVED BY AOCC



THE ORGANIZATION & GOVERNANCE

CLICK LINK

ESTABLISHED IN 1925, the **Association of O&C Counties (AOCC)** is a regional, unincorporated organization dedicated to supporting the economic vitality of western Oregon communities and promoting the responsible management of federally owned Oregon and California (O&C) Railroad lands. Representing 18 counties across western Oregon, the Association advocates for the sustained-yield management of approximately 2.1 million acres of federal forestlands, balancing forest health and productivity with economic stability and community needs. The Association plays a vital role in advancing policies and legislation that support sustainable forestry, protect local jobs, and generate essential revenue for county services, including public safety, infrastructure, and healthcare. Through collaboration with county leaders, federal agencies, and policymakers, AOCC works to strengthen local economies, preserve natural resources, and support resilient communities throughout western Oregon.

CLICK LINK

CLICK LINK

AOCC is **governed** by bylaws adopted by its member counties. Its **Board of Directors** consists of one county commissioner from each member county, ensuring representation of local government interests throughout western Oregon. The Board is led by elected officers, including a President, Vice President, and Secretary/Treasurer, who serve one-year terms. Responsible for establishing policy priorities, providing strategic direction, and guiding legislative advocacy, the Board advances the Association's mission of promoting responsible forest management and economic stability. Funded through annual membership dues, AOCC operates with an annual budget of approximately $750,000, which includes a $600,000 general fund and a $150,000 litigation fund, and employs contract staff including legal counsel, a federal lobbyist based in Washington, D.C., and other specialized consultants as-needed. Under the leadership of the Executive Director, they support daily operations and implement the Board's strategic priorities.

SEE THE RESOURCE MANAGEMENT PLAN

CLICK BUTTON

THE JOB

REPORTING DIRECTLY TO THE BOARD OF DIRECTORS, the Executive Director serves as the Association's chief executive and principal administrative officer, overseeing federal advocacy, forest and natural resource policy, government relations, and organizational operations. Working closely with elected officials, government agencies, and industry stakeholders, the Executive Director navigates complex legislative and regulatory matters, builds strategic partnerships, and advances the Association's priorities to protect county revenues and promote responsible management of O&C lands.



Key Responsibilities Include:

- Leading federal legislative advocacy efforts, representing AOCC before Congress, government agencies, and policymakers on matters affecting O&C lands and member counties.
- Monitoring and evaluating legislation, regulations, and federal land management decisions to develop informed policy recommendations and effective advocacy strategies.
- Working closely with the Bureau of Land Management (BLM) and other agencies on forest management plans, timber harvests, forest health, and related natural resource priorities.
- Advising the Board of Directors, implementing Board-approved policies, developing annual work plans and long-term strategic initiatives, and establishing measurable goals to advance the Association's mission.
- Building influential relationships and strategic coalitions with elected officials, government agencies, industry representatives, and community stakeholders while navigating complex political environments.
- Coordinating litigation-related strategies with legal counsel and technical advisors to address federal land management decisions and protect member county interests.
- Serving as a key spokesperson and advocate for AOCC, educating policymakers and the public on the importance of O&C lands, sustainable timber management, and county revenue stability.
- Overseeing organizational operations, including budget development, financial management, staff and contractor oversight, contracts, lobbying activities, and administrative functions.
- Strengthening member engagement through proactive communication, keeping county commissioners informed and involved, and preserving the Association's institutional knowledge through education and collaboration.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A STRATEGIC, INFLUENTIAL LEADER with strong political acumen and a comprehensive understanding of natural resource policy, federal timber lands, and government relations. They bring a genuine commitment to AOCC's mission and recognize the critical role O&C lands play in supporting county revenues, public services, and rural economies. An understanding of the O&C Act of 1937, the Association's history, and the legal landscape surrounding federal land management is highly desirable. The ideal candidate for this role will balance a strong knowledge of forestry, the timber industry, and federal land management, with a fresh perspective and innovative approaches to complex policy and legislative challenges.

An exceptional communicator, persuasive advocate, and skilled relationship builder, the successful candidate confidently engages elected officials, government agencies, industry leaders, and stakeholders with differing perspectives. Strong judgment and diplomacy are essential to influencing policy discussions, bridging differing viewpoints, and building support for the Association's strategic priorities. The ability to translate complex technical and legislative matters into clear, compelling messages will be critical when representing AOCC before legislative bodies and educating policymakers and member counties. This role also calls for a proactive, self-motivated, and resourceful leader who combines strategic vision with practical business and financial acumen. Comfortable working independently, the ideal Executive Director fosters an informed, engaged, and collaborative Board while demonstrating the credibility and dedication necessary to advance the Association's mission and long-term success.

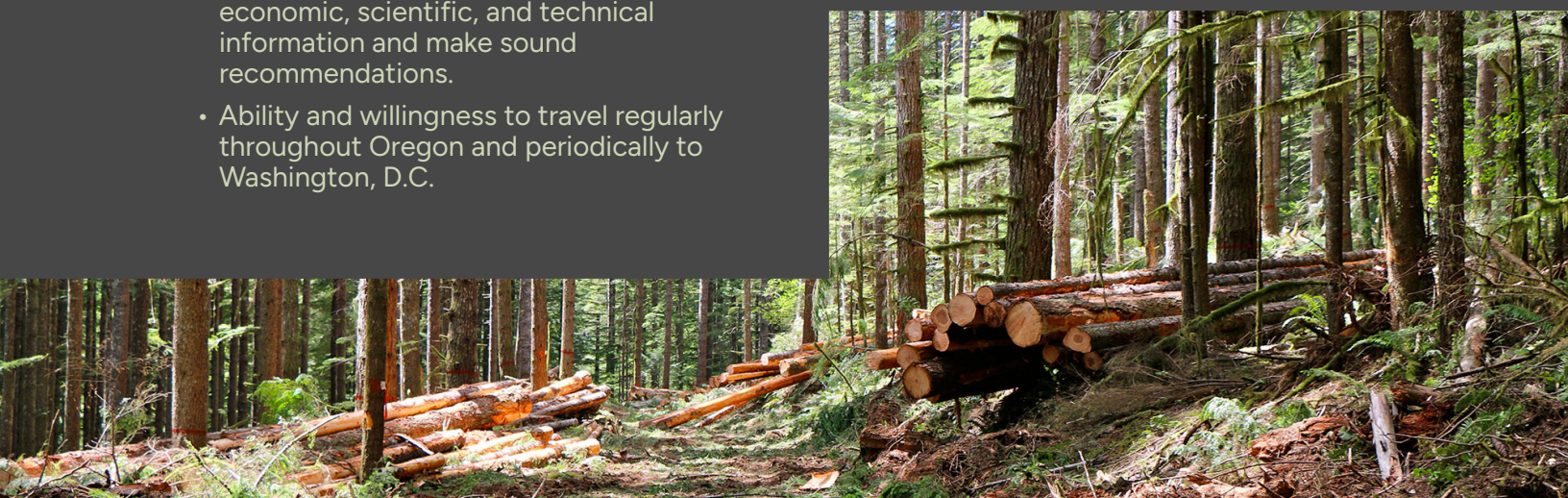
EMPLOYMENT STANDARDS

Required Experience:

- Significant experience in government affairs, public policy, natural resources, forestry, county government, public administration, or a related field.
- Experience working with elected officials and senior government leaders, and a strong understanding of federal legislative and administrative processes.
- Demonstrated ability to develop and carry out advocacy strategies and work effectively with federal agencies.
- Understanding of Oregon's political, economic, and governmental landscape.
- Experience managing an organization, department, association, program, budget, consultants, or contractors.
- Strong written, verbal, analytical, interpersonal, negotiation, and relationship-building skills.
- Sound political judgment and ability to work across political parties and with stakeholders holding differing perspectives.
- Ability to assess complex policy, legal, economic, scientific, and technical information and make sound recommendations.
- Ability and willingness to travel regularly throughout Oregon and periodically to Washington, D.C.

Preferred Experience:

- Willingness to spend time in member counties to build relationships, engage with local leaders, and gain firsthand insight into community priorities and challenges.
- O&C lands and the O&C Act; federal timber lands; Bureau of Land Management policies and processes.
- Federal timber, forest-health, wildfire, forest-payment, or revenue-sharing policy.
- County government or county finance; congressional advocacy or federal lobbying.
- Natural-resource litigation or administrative processes; coalition management across government, industry, environmental, community, and economic interests.
- Rural economic development or leadership in a public-sector or nonprofit association.









COMPENSATION

Contract Budget: $145,000 per year

This position is currently offered on a contract basis, and no benefits are included. The Board of Directors may negotiate alternative employment arrangements, provided total compensation does not exceed the contract budget.

INTERVIEW PROCESS

While this position will remain open until filled, candidates are strongly encouraged to **apply ASAP** at

WBCP JOB BOARD

CLICK BUTTON

as ideal candidates will be screened as they apply and initial interviews may take place as early as **DECEMBER 1, 2026**.

QUESTIONS?

Please contact your recruiter, **Lauren Gerson-Greene**, with any inquiries:

541.664.0376 direct
866.929.9227 toll-free
lauren@wbcpinc.com

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