



Director of Technology

Position Announcement –October 2, 2024

Compensation: \$110,000-\$130,000 annually, full time, exempt

Priority Application Date: October 25, 2024; position open until filled

Position Location: Seattle, WA (Hybrid)

Inspiring Hikers to Create Trails for Everyone, Forever

Washington Trails Association (WTA) is the nation's largest hiking and trail maintenance nonprofit. We have a 50-year legacy of engaging the hiking community to ensure Washington's trails stand the test of time. With more than 27,000 members, an online community of over 300,000 and more than 5 million website visitors per year, we are a trusted resource helping to connect people to the outdoors — from everyday adventures to backcountry explorations. At our core, WTA is also a tech-enabled nonprofit. Our technology underpins our ability to deliver our mission, from getting thousands of trail volunteers to the right places at the right times; to communicating real time trail condition and safety information to hikers across the state; to stewarding donors and other partners who support our work. WTA's ability to reach hikers and connect them with needed information and outdoor opportunities has made us the preeminent trails-based nonprofit in the US. Our strength is our community and our vision depends on fostering an inclusive organization where everyone feels welcome and represented. Together we can ensure there are trails for everyone, forever.

Position summary

We are looking for an experienced Director of Technology to lead our tech team and oversee a technology budget of \$700,000 as we seek to strengthen and improve our core tech platforms and systems. As the driver of our cross-org technology initiatives, this person will help us develop a central plan for integrating and upleveling our technology and will lead execution of that strategy for our entire organization. This role will complement current staff expertise in digital communications and IT with a robust background in technology strategy and direction. They will assess and develop our current team's skills, oversee investment decisions and tradeoffs, and play a pivotal role in unlocking additional funding with the development and deployment of new technology for WTA. Ultimately this role will help move us beyond incremental, piecemeal transitions and enable us to standardize our tech systems, optimize our infrastructure and scale our technology to deepen our mission impact on the ground.

If you are someone who is looking for not just a job, but an opportunity to drive impact for a growing, innovative, mission-driven organization as part of a dynamic leadership team. If the power of nature and the outdoors speaks to you, we hope you'll apply to this role!

Primary Responsibilities

Lead WTA's Technology Strategy

- Architect our technology roadmap in alignment with our organizational goals and cross-functional work plans
- Foster strong relationships across WTA to identify technology needs, opportunities for process improvements and resource development opportunities
- Innovate and implement new technologies to support our mission and program delivery goals and guide staff through change management processes
- Continuously evaluate current technology trends, emerging technologies, and forecasting of long-term technology needs and develop scalable solutions to support our growing organization
- Ensure effective use of technology through gap analysis and audits, policy oversight, and trainings
- Analyze and distill insight from data and technology to inform strategic priorities and organizational work planning
- Oversee organizational IT and data risk management and business continuity planning, including policies, procedures, and contingency planning

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- Contribute at multiple levels of the organization, including by being part of our active and engaged leadership team

Manage Technology Resources and Projects

- Lead and prioritize technology projects with a collaborative approach, overseeing change management and the optimization of technology resources
- Prepare and manage the annual technology budget, ensuring that funds are allocated effectively and efficiently to maximize impact
- Develop and monitor key performance indicators for technology projects
- Use metrics to drive decision-making and report on technology performance to stakeholders
- Implement best practices in software development and data security; uphold high standards for code quality and ensure thorough testing procedures
- Negotiate contracts, maintain relationships and oversee performance with technology service providers and contractors

Technology Team Leadership

- Lead a technology team of 2+ technology staff and provide supervision and support to advance team and organizational goals
- Work cross-functionally with leadership team to ensure technology alignment with broader organizational vision and objectives
- Provide organization-wide professional development opportunities to optimize technology use and performance
- Maintain strong and successful collaborative relationships with volunteer developers and help recruit new talent to serve in this capacity

Experience, Skills, Knowledge, and Values

Competitive candidates will highlight the following in their application, or express willingness to learn:

- 5+ years of experience in a leadership role within a technology environment.
- Bachelor's degree in Computer Science, IT Management, related field, or equivalent additional work experience
- Proven track record of managing teams and large-scale technology projects, including change management
- Excellent budget management and resource allocation skills
- Strong analytical and forecasting abilities
- Familiarity with software development practices and database management
- Exceptional communication and interpersonal skills
- Passion for our mission and a love for the great outdoors
- Dedication to uphold WTA's commitment to equity and inclusion, fostering a welcoming environment for all staff and volunteers.
- Previous experience with and commitment to implementing equity-informed best practices for data management, technology systems and accessibility

Location and Schedule

This full-time, exempt position reports to the Chief Operating Officer and is based from WTA's Seattle office. WTA has a hybrid work model with at least 2 days of work per week in-person at our Seattle office. Some tasks may require occasional evening or weekend work for special events.

Compensation

Compensation is \$110,000 - 130,000 annually, depending on experience. WTA's benefits package includes medical, dental, vision, retirement, disability and transportation, as well as holiday, vacation, parental and sick leave. WTA is a PSLF eligible employer; we support student loan forgiveness. For more information about WTA's benefits, please visit our website: www.wta.org/benefits.

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Diversity, Equity & Inclusion

We believe WTA, and Washington's hiking community, is made better by people with varied backgrounds, identities, abilities and lived experience. WTA is committed to advancing equity and continually working to become a more inclusive organization. People of color and others with identities that are underrepresented in the outdoor industry (including but not limited to: gender identity, class, sexual orientation, age, ability, and background) are strongly encouraged to apply.

To Apply:

Submit a resume and a brief cover letter outlining your specific interest in this role and approach to advancing WTA's technology strategy to jobs@wta.org. Include "Director of Technology" in the subject line. The position is open until filled with priority given to applications received by **October 25, 2024**.

The hiring process for this role will consist of a phone screen, a virtual panel interview, and an in-person panel interview. There may also be a request for additional steps or information as needed. Applicants must have authorization to work in the United States. WTA's practice is to run a background check with the opportunity to discuss any results before final hiring decisions are made. If you have any questions or need accommodation in our recruitment process, please contact jobs@wta.org. We look forward to hearing from you! View other available jobs at www.wta.org/careers.