

EXECUTIVE DIRECTOR

REPORTS TO: BOARD OF DIRECTORS

ANNUAL BUDGET: ~\$5.1M

TOTAL STAFF: ~15

TARGET HIRING SALARY:
\$225,000 - \$250,000 Annually, DOE

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THE ORGANIZATION

Beyond the fish and flowers, Pike Place Market is a village of farmers, artists, residents, and neighbors. With senior housing above the Market's storefronts and a network of social services woven throughout the historic district, the Pike Place Market Foundation welcomes and supports a diverse community in the heart of downtown Seattle



Executive Director Opportunity

The Pike Place Market Foundation is conducting a search for its next Executive Director to lead this vital organization dedicated to supporting the social service programs that sustain Pike Place Market as a thriving community resource. For over four decades, the Foundation has championed the needs of the Market's residents and small business owners through direct services, affordable housing, childcare, and healthcare programs, while preserving the Market's historic character and irreplaceable role in Seattle's civic life.

The next Executive Director will build upon this history of success to expand the Foundation's impact, strengthen community partnerships, and ensure that Pike Place Market continues to serve as a model of compassionate urban development where commerce, community, and culture intersect at the heart of one of America's most iconic locations. If you're ready and excited to lead a solid, vital organization at a critical junction, this is the opportunity for you.

Sustaining the Soul of Seattle

Following a decades-long fight to save Pike Place Market from the wrecking ball, the Pike Place Market Foundation (Market Foundation) was founded in 1982 to provide services and support for the Market community, with our neighbors living on low incomes or limited resources always at the heart of our mission.

Rooted in the model for a healthy community, the Market Foundation improves the health and well-being of our neighbors by promoting and increasing access to education, nutritious food, community support, economic stability and a safe neighborhood.

As a community foundation, the Market Foundation provides funding and partnership to a [network](#) of social services in Pike Place Market. The Foundation also operates programs and services through a community resource center, [The Market Commons](#). This unique role as both a core funder and provider of programs reflects the critical role the Foundation plays in our community.

Together, with the support of staff, service partners, volunteers and donors, the Market Foundation continues to nurture a healthy Pike Place Market community so that everyone within it can live their best life possible.

Today, the work of the Foundation is needed more than ever. With the recently completed physical connection between the historic, well-established communities around the Market as part of the waterfront redevelopment, the Foundation has an opportunity to bring the great work happening at the Market to the attention of even more people.



Mission

Nurturing a thriving Market community so that everyone within it can live their best life possible.

The Market Foundation is guided by the following values: collaboration, inclusion, respect, optimism and gratitude.

For more information about the Foundation's long, impactful history, please visit: www.pikeplacemarketfoundation.org



Fast Facts

- Founded in 1982
- More than \$43M in grants from inception
- Fifteen (15) staff and twenty-six (26) board members
- Anticipated 2026/2027 budget of ~\$5.1M
- Key legacy partner organizations: Heritage House (assisted living), Neighborcare Health, Pike Market Senior Center & Food Bank, and Pike Market Child Care & Preschool

THE POSITION

The Market Foundation has granted over \$43M to provide housing, healthcare, healthy food, childcare and a community of support to our downtown and Market neighbors. The Market Foundation contributes to a neighborhood model that allows a diverse community to live and thrive at Pike Place Market.

Reporting to the Market Foundation's Board of Directors, the Executive Director (ED) is responsible for the agency's consistent achievement of its mission and financial goals. Partnering with a team of fifteen (15) staff members, the ED leads the organization as it raises funds in partnership with social services, and for financial support to Market-based businesses, farmers, and community members, capital projects, special programs, and other initiatives to benefit the market community.

Anticipated 2026/2027 (April to March FY) budget totals ~\$5.1M.

The Executive Director position offers an exciting opportunity to lead an organization deeply rooted in community impact and meaningful change. As the agency's chief advocate, key spokesperson, and visionary leader, you'll play a crucial role shaping strategic direction while fostering an inclusive culture where diverse voices drive decision-making.



THE POSITION

You'll build powerful partnerships with government agencies and community organizations, including the Pike Place Market Preservation & Development Authority (Pike Place Market PDA), while staying connected to the evolving needs of those the Market Foundation serves.

This role is perfect for someone who thrives on collaboration and wants to make a lasting difference in people's lives.

Imagine leading fund development efforts that transform possibility into reality, implementing innovative approaches and authentic relationship-building to expand the Market Foundation's reach and impact. You'll work alongside staff, board members, volunteers, market partners, and individual donors to create a diverse funding portfolio that ensures the agency's long-term sustainability. Your leadership will shine at signature fund development events, where you'll connect with sponsors and supporters in one of the city's most meaningful public assets. This is your chance to combine creative fund development with genuine community engagement.

You'll build and inspire a talented team of staff and volunteers who share your commitment to excellence and cultural responsiveness. Working closely with the board and leadership team, you'll oversee operations, manage budgets, and ensure the organization has the resources needed to achieve both immediate and future goals. As the vital link between the board, staff, and community, you'll provide the guidance and tools that empower everyone to contribute to the Foundation's success. If you're ready to lead with passion, integrity, and vision, this position offers the platform to create real and lasting influence.



Opportunities for the new ED

- Nurture a culture of belonging with the staff where everyone feels valued and heard.
- Foster an aligned and transparent partnership with the Pike Place Market PDA.
- Collaborate with the board to lead and facilitate an inclusive, comprehensive strategic visioning process. Create and implement an operations plan guided by this new strategic vision.
- Evaluate and implement an organizational structure, staffing levels, systems, policies, and procedures that align with the strategic direction and priorities of the Market Foundation.
- Build productive working relationships with staff, board, legacy partners, other Market Foundation partner organizations and community and civic leaders.
- Evaluate and improve the Foundation's current fund development programs, approaches, and staffing structure.

Leadership Profile

The Market Foundation seeks an accomplished senior executive with demonstrated experience leading organizations or teams of comparable size, and a broad understanding of nonprofit operations, including strategic planning, budgeting and financial management, human resources, fund development, board relations, and programming.

The ideal candidate brings strong strategic vision, the ability to engage effectively across complex stakeholder environments, exceptional business skills and judgement, and proven success in philanthropic and public fund development. Experience working with public or governmental entities, political acumen, and comfort in a highly visible, public-facing role are essential.

This role requires a leader with high emotional intelligence, and exceptional communication skills, including the ability to tell compelling stories that resonate with diverse communities. The Executive Director must balance empathy with accountability, and earn trust across staff, board and the broader Market community, while leading with integrity.



We seek a collaborative, accessible leader who is deeply committed to social and economic justice, equity-centered leadership, and fostering an inclusive organizational culture. A genuine passion for The Pike Place Market and the ability to build meaningful relationships with donors, farmers and other Market vendors, small business owners, and civic leaders are critical to success.

COMMITMENT TO DIVERSITY, EQUITY & INCLUSION



Pike Place Market Foundation is an equal opportunity employer and is committed to a safe work environment for its employees free of discrimination and harassment. The Market Foundation hires the most qualified individuals for each position, and does so without regard to race, color, religion, sex (including pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding), sex stereotyping (including assumptions about a person's appearance or behavior, gender roles, gender expression, or gender identity), gender, gender identity, gender expression, national origin, age, mental or physical disability, ancestry, medical condition, marital status, military or veteran status, citizenship status, sexual orientation, genetic information, or any other protected status of an individual.

The Market Foundation actively seeks to build and maintain a diverse staff working in solidarity with the community it serves. We actively seek a diverse applicant pool and encourage candidates of all backgrounds to apply. We welcome all kinds of diversity. Our staff include people who are parents and nonparents, self-taught and university educated, and hail from a wide span of socioeconomic backgrounds and perspectives from all over the world.

The Market Foundation is committed to providing reasonable accommodations to individuals with disabilities. If at any time during the application process, you are in need of assistance or accommodation due to disability, please send us a note.



COMPENSATION & BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends and occasional travel. The ED role is based in Seattle and requires regular presence in the office, in the Market, and within the Seattle community.

The target hiring range is between \$225,000 and \$250,000, depending on qualifications and experience.

The search committee is prioritizing candidates currently located in Western Washington area, but the Market Foundation is open to out of area candidates and with a small relocation benefit potentially available.



Benefits

The Market Foundation offers generous benefits including:

- 100% employer-paid medical, dental, vision & LTD insurance benefits
- Flexible Spending Accounts
- Transportation/Commuter benefit
- 403b with a starting 2.5% match of annual salary
- Professional development and membership opportunities
- 10 Office Holidays a year
- Vacation (starting at 14 days), Sick, PTO (4 days)
- Personal and Family Leave

To Be Considered

If you're excited about this opportunity but don't check every qualification listed, we still want to hear from you and we encourage you to apply.

This role will remain open until filled with a priority deadline of April 6, 2026. Candidate materials are reviewed continuously and screening interviews with Valtas will begin on a rolling basis in March. [Cover letters \(two pages or less\) addressed to the Board of Directors and a resume can be submitted to Valtas here.](#)

You may direct questions to Christine Martin at christine@valtasgroup.com or Ed Rogan at ed@valtasgroup.com.

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