



CETI Executive Director Search

Location

Seattle, WA | Hybrid
(in-office and remote)

Posting Date

March 24, 2026.
Applications submitted by April 24 will be given full consideration. Early applications are strongly encouraged. Interviewing will begin in late April/ Early May.

Salary Range

\$155,000 - \$175,000

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The [Clean Energy Transition Institute \(CETI\)](#) seeks an Executive Director to lead the organization into its next chapter. CETI has established itself as a trusted source of independent, nonpartisan research and analysis working to accelerate an equitable clean energy transition in the Northwest. The need for rigorous analysis at the state and regional level is growing and CETI is uniquely positioned to illuminate solutions and engage stakeholders in fact-based conversations about the opportunities and tradeoffs ahead.

CETI's founding Executive Director built something durable – a respected research institution with a talented team, a sound financial foundation, and a hard-won reputation for credibility across sectors that don't always agree. The next leader will inherit all of that, and will have genuine latitude to shape what CETI becomes: what it prioritizes, how it grows, and what role it plays in one of the most consequential periods for clean energy in the Northwest's history.

We're looking for a leader who is deeply committed to the clean energy transition and knows the landscape well enough to lead a specialized research organization with authority; a fundraiser and relationship-builder who can cultivate and grow a funding base; a strategic thinker who can read the ecosystem and make disciplined bets on where CETI's work moves the needle; and a team leader who can build trust quickly with a talented, mission-driven team. If you are energized by the opportunity to build, not just manage, and are ready to help shape what CETI becomes next, we'd love to hear from you.



Organizational Overview

Who We Are

Founded in 2018, the Clean Energy Transition Institute (CETI) is a nonpartisan research and analysis nonprofit whose mission is to accelerate an equitable clean energy transition in the Northwest. CETI advances technical, economic, and equitable decarbonization solutions tailored to Idaho, Montana, Oregon, and Washington through:



Decarbonization Studies

Framing, translating, and demystifying complex decarbonization solutions and their impacts on emissions, community health, and workforce.



Fact-Based Conversations

Using unbiased analysis to encourage fact-based conversations that steer limited resources toward equitable policy solutions and strategies.



Research & Analysis

Providing independent, unbiased research and analytics on economically and technically feasible clean energy solutions.



Convenings

Bringing together regional partners to debate the trade-offs and opportunities inherent in the clean energy transition.

CETI translates complex decarbonization analysis into concrete, accessible outputs for diverse audiences, and its facilitation and convening work brings together stakeholders across sectors to navigate the real trade-offs inherent in a clean energy transition.

CETI occupies a distinct position in the Northwest as a credible, technically rigorous research organization that illuminates pathways and tradeoffs rather than advocating for specific policy solutions. CETI's cross-sector positioning – trusted simultaneously by state agencies, utilities, policymakers, advocates, and businesses – gives the organization valuable insight into the clean energy ecosystem. This vantage point ensures that CETI's work is relevant and valuable to a wide range of Northwest clean energy actors.

It is critical that the clean energy transition unfolds equitably, ensuring that past harms are not perpetuated, that the benefits of the clean energy transition are fairly distributed, and that communities have a say in their energy futures. CETI is committed to playing its role in this work and strives to center issues of equity throughout the organization's programs.

Our Track Record

In 2019, CETI produced the [first economy-wide analysis](#) to examine decarbonization pathways mapped to the Northwest's economic and institutional realities, which demonstrated it was technically and economically feasible for the region to decarbonize by 2050. The organization went on to produce the technical analysis underpinning the [2021 Washington State Energy Strategy](#). In 2023 and 2024, CETI released [Net-Zero Northwest](#), a comprehensive energy pathways, health impacts, and workforce analysis to guide regional action toward net-zero emissions. Over the course of the last two years, CETI provided technical assistance to the Oregon Department of Energy to develop the [Oregon Energy Strategy](#), which was released in November 2025.

In addition to [energy pathways studies](#), CETI has programs that explore [building](#), [industrial](#), and [rural community](#) decarbonization and [transmission](#). The organization also maintains interactive energy data visualizations on the [Northwest Clean Energy Atlas](#) and convenes [Decarbonization Forums](#) to illuminate, demystify, and debate the trade-offs of the most important and complex aspects of decarbonization in Northwest.

The Team

CETI's [team](#) is talented, mission-driven, and deeply knowledgeable about the Northwest clean energy landscape. CETI's culture reflects the people who built it: collaborative, intellectually curious, and genuinely committed to the mission — and to each other. The next leader will join a team that leads with both capability and heart.

This Moment

CETI is a small, high-performing organization: a lean team of skilled researchers and communicators, an operating surplus, no debt, and a financial foundation that gives the incoming leader a real runway. The Northwest is one of the most active regions in the country for clean energy implementation, and the states and communities CETI serves need independent, credible analysis now more than ever.





Essential Duties of the ED

The Executive Director reports to the Board of Directors and provides the strategic, financial, operational, and external leadership of the organization. Key areas of responsibility include:

Fundraising & Financial Sustainability

Lead CETI's fundraising strategy across individual donors, foundations, and earned revenue — building new relationships and establishing an independent funding base while stewarding existing donors through the leadership transition. Oversee the organization's financial health, manage the annual budget, and pursue contract and fee-for-service opportunities as part of a diversified revenue strategy.

Strategic Vision & Direction

Set CETI's strategic direction in partnership with the Board — reading the clean energy landscape and making disciplined decisions about where CETI's work can move the needle. Shape the organization's program priorities and long-term role in the Northwest's clean energy ecosystem.

External Presence & Partnership

Serve as CETI's primary external ambassador — representing the organization to policymakers, funders, state agencies, and partners; translating complex research for diverse audiences; and cultivating the strategic relationships and partnerships that extend CETI's reach and influence.

Staff Leadership & Organizational Management

Lead and support a small, talented research and operations team; build a stable, high-trust culture; and make thoughtful decisions about the structure and roles the organization needs to grow. Oversee day-to-day operations, senior staff supervision, and organizational quality standards.

Board Partnership

Work effectively with the Board of Directors on governance, strategic direction, and leveraging Board members' networks and expertise.





The Ideal Candidate

We are seeking a strategic, entrepreneurially-minded leader who is energized by this opportunity — someone who sees complexity as a benefit, not a flaw, and who is ready to lead a respected organization through a pivotal moment in its history. Strong candidates will bring the following experience, knowledge, and leadership style:

Fundraising ability and donor cultivation

The right candidate brings a demonstrated track record cultivating individual donors, securing foundation grants, and developing earned revenue — with the entrepreneurial instinct to pursue multiple revenue streams and build their own relationships rather than rely on inherited ones.

Clean energy knowledge and the ability to communicate about it

The right candidate knows the clean energy landscape well enough to be credible with utilities, state agencies, policymakers, and funders — and can represent CETI's complex research compellingly for diverse audiences. Deep technical expertise is not required; genuine knowledge of the field and strong communication skills are.

People leadership and staff management

Demonstrated experience leading small, lean teams — building trust quickly, making consequential decisions about structure and hiring, and operating as a hands-on team leader without significant administrative infrastructure.

Regional relationships or the ability to build them

Enough existing credibility in the Northwest clean energy community to hit the ground running, or the demonstrated ability to establish that presence quickly, and the relationship-building skills to develop an independent network over time.

Nonprofit operations and financial management

An entrepreneurially-minded financial steward comfortable managing a lean organization while building the systems and team structure needed to grow. An Executive Director title is not required — strong candidates from government, consulting, philanthropy, or other senior leadership roles are encouraged to apply.

Leadership style

Strategic and visionary, curious and open, collaborative and values-driven, and resilient. Someone whose credibility and transparency builds trust across sectors, who leads with both strength and humanity, and sees CETI's moment of organizational evolution as an opportunity.

Compensation and Benefits

This is a full-time salaried position requiring some travel throughout the four Northwest states. The expected salary range is between **\$155,000 - \$175,000**, depending on qualifications and experience.

CETI offers fully employer-paid medical and dental premiums, generous paid time off including an end-of-year closure, transit benefits, a Simple IRA with up to 3% employer match, and a sabbatical program after six years.

Equal Opportunity

We actively seek applicants of diverse race, religion, creed, color, sex, marital status, sexual orientation, gender identity or expression, age, political ideology, ancestry, national origin, citizenship status, disability, veteran status, and medical conditions. Candidates must be authorized to work in the United States. CETI is unable to sponsor work authorization.

How to apply

Apply here: <https://cloversearchworks.hire.trakstar.com/jobs/fk0zsw7>

Online applications only, please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience, interests, and values are a fit with CETI's goals, mission, and vision for the future as described in this announcement.

Search Timeline: Applications received by April 24 will receive full consideration; early applications are encouraged. All applicants will receive an email confirmation. Interviewing is anticipated to begin in late April/early May, with additional interview rounds through June and a hiring decision expected by end of June.

Questions regarding this opportunity are welcomed and can be directed to:
Julie Edsforth, julie@cloversearchworks.com



[Clover Search Works](#) facilitates leadership searches for nonprofit organizations whose missions strengthen communities. Clover is honored to be partnering with CETI in this search.