



## Kitsap 911 **EXECUTIVE DIRECTOR** *Recruitment Announcement*

### **About Kitsap 911**

Kitsap 911 is a regional public safety communications agency proudly serving Kitsap County and its partner law enforcement, fire, and emergency medical service jurisdictions. Established to provide coordinated, reliable, and efficient emergency communications, Kitsap 911 delivers 911 call receiving, dispatch services, and maintains the critical communications systems that support first responders across the county.

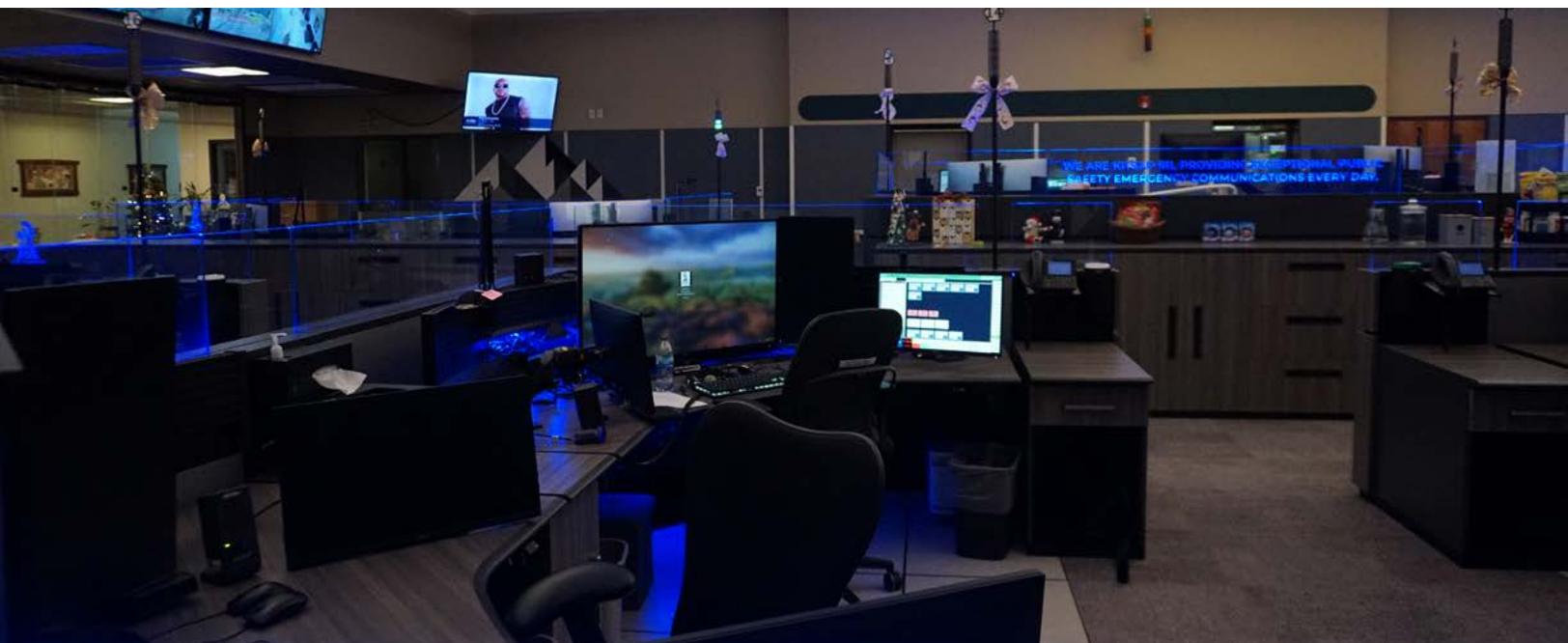
Governed by a Board of Directors comprised of elected officials representing member jurisdictions, Kitsap 911 is committed to fostering strong partnerships, advancing technology solutions, and ensuring the safety and well-being of residents and first responders.

As a 24/7 critical public safety organization, Kitsap 911 operates in a complex and evolving environment requiring strategic leadership, fiscal stewardship, workforce development, and technological modernization.

### **Mission**

We are Kitsap 911 providing exceptional public safety emergency communications services every day.

Learn more at: [www.kitsap911.org](http://www.kitsap911.org)



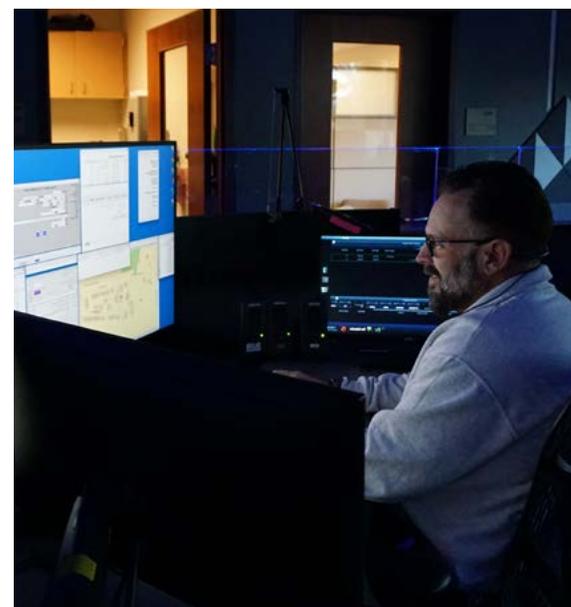
## About the Position

The Executive Director is responsible for providing strategic leadership, operational oversight, and organizational direction in alignment with Kitsap 911's mission and regional public safety goals.

Reporting to the Board of Directors, the Executive Director works closely with elected officials, public safety executives, partner agencies, staff, and community stakeholders to ensure high-quality, responsive emergency communication services. The Executive Director oversees a complex and high-performing organization, guiding long-term planning, financial management, labor relations, technology modernization, and service innovation.

*Other key responsibilities include:*

- Inspires and leads the agency to achieve high levels of performance, quality, accountability, and excellence.
- Fosters and sustains an intentional organizational culture that aligns and reinforces Kitsap 911's values, beliefs, and behaviors in support of the agency's mission and vision.
- Cultivates and leads a collaborative work environment that empowers staff to thrive and perform at their full potential.
- Prepares and administers the annual budget, including provisions for staffing, operations, capital projects, facilities, and equipment.
- Engages in collective bargaining and administers labor agreements.
- Oversees modernization of communications systems and infrastructure.
- Serves as primary liaison to member jurisdictions, law enforcement and fire leaders, advisory boards, and governmental partners.
- Leads implementation of strategic initiatives focused on governance alignment, financial sustainability, workforce recruitment and retention, training modernization, and service management efficiency.
- The Executive Director must be available to respond to critical incidents and emergencies as required in a 24-hour public safety environment.



## The Ideal Candidate

The new Executive Director must have demonstrated leadership skills and set a standard by intellectually and emotionally engaging people at all levels — from staff and Board Members to public safety partners and community stakeholders.

For this important role, the Board seeks a dynamic, highly credible, unifying leader who is deeply committed to the success of Kitsap 911; is a strategic big-picture thinker; and one who will be able to implement Board direction in delivering the level of services that member agencies value.

The next Executive Director must be eager to make a personal investment in the long-term success of Kitsap 911. Proven leadership experience and strong business acumen are essential. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.

This leader must guide a complex public safety organization through evolving industry demands, workforce challenges, financial considerations, and technological advancements — while upholding the highest standards of integrity, accountability, and public service.



## Performance Dimensions

### LEADERSHIP

- **Lead courageously:** Continuously build and defend the strength, reputation, and image of Kitsap 911. Engage, motivate, and inspire staff around shared vision and mission. Demonstrate principled leadership, personal courage, and decisiveness.
- **Build talent pools:** Hire, mentor, develop, and manage staff. Continue to build and reinforce a cohesive, dedicated, highly effective team. Support recruitment, retention, and succession planning efforts.
- **Foster collaboration:** Provide the tools, systems, and resources that create a supportive environment for working as a team. Strive for results. Set high standards of performance and accountability.

### COMMUNICATION

- **Inspire trust:** Communicate honestly, be trustworthy and consistent, follow through on commitments, and create an atmosphere of integrity marked by fair, respectful behavior.
- **Speak and write effectively:** Explain direction and ideas with conviction in all settings — formal presentations, one-on-one meetings, and large group settings.
- **Listen:** Actively listen to Board members, member agencies, staff, and partners.
- **Promote open communication:** Maintain an environment where communication is open, direct, encouraged, and relevant.
- **Marshal support:** Coordinate and cooperate with members and groups having divergent viewpoints and needs. Help them find common ground.

### CONSTITUENT RELATIONS AND COLLABORATION

- **Drive effective external communications:** Develop and nurture mission-critical relationships with member jurisdictions, public safety leaders, business and civic leaders, and political partners. Be visible across the community.
- **Build consensus:** Collaborate, facilitate, and develop relationships that strengthen alignment and shared purpose.

### STRATEGIC PLANNING

- **Provide visionary insight:** Translate big-picture vision and goals into both long- and short-range plans that are comprehensive, realistic, and effective. Identify opportunities to strengthen Kitsap 911's long-term sustainability and operational excellence.
- **Manage change:** Oversee change management processes, including communication strategies, stakeholder engagement, and performance monitoring. Encourage innovation and continuous improvement.
- **Fearless commitment to vision:** Create and communicate a vision aligned with the strategic direction of Kitsap 911. Inspire energy and ownership throughout the organization.



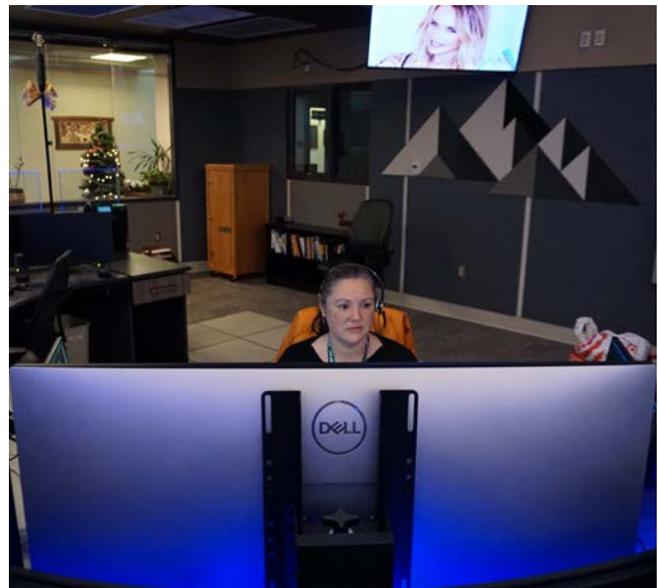
## Desirable Qualifications

A bachelor's degree in business or public administration, communications, or a closely related field, and progressively responsible professional leadership experience in public safety communications or emergency management. Equivalent combinations of education and experience may be considered.

## Compensation

The annual salary range for this position is \$172,474 - \$225,541, depending on qualifications and experience.

Kitsap 911 offers a generous benefit package including a competitive salary, medical, dental, vision, paid sick/vacation, PERS retirement, and more. For detailed information on benefits, go to [www.kitsap911.org/benefits](http://www.kitsap911.org/benefits)



# APPLICATION PROCESS

If you are interested in this position, please submit a cover letter and current resume by visiting: [www.karrasconsulting.net](http://www.karrasconsulting.net) (click on “View Open Positions”)

The position will remain open until filled. To be considered for the first round of interviews, please submit application materials by May 8, 2026

*If you have questions regarding this recruitment, please contact:*

Marissa Karras  
Karras Consulting  
360-956-1336

[marissa@karrasconsulting.net](mailto:marissa@karrasconsulting.net)

Kitsap 911 is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce.

## Live and Work in Kitsap County

Kitsap County offers a quality of life that is distinctly Pacific Northwest. Located across Puget Sound from Seattle, the region blends waterfront communities, forested landscapes, and mountain views with convenient access to metropolitan amenities.

Residents enjoy boating, kayaking, hiking, fishing, skiing, and year-round outdoor recreation. Communities such as Bremerton, Bainbridge Island, Poulsbo, and Port Orchard offer vibrant downtown districts, cultural attractions, excellent schools, and strong civic engagement.

A naval base anchors the regional economy alongside healthcare, maritime industries, technology, and public sector employment. Kitsap County’s natural beauty, community character, and quality of life make it an exceptional place to live, work, and lead.

