

Job Announcement

Posted: December 7, 2023

Washington Maritime Blue Blue Ventures Program Director

Salary Range: \$95,000 - \$125,000 + comprehensive benefits package

Position: Full-time, exempt

Reports To: President/CEO

Location: Seattle, WA with hybrid/remote working options

Priority Closing Date: January 2, 2024

Washington Maritime Blue

Washington Maritime Blue is a non-profit, strategic alliance formed to accelerate innovation and sustainability in support of an inclusive blue economy. With a mission to implement Washington State's Strategy for the Blue Economy delivered by Governor Jay Inslee's Maritime Innovation Advisory Council, we are a partnership between industry, public sector, research & training institutions, and community organizations. Maritime Blue works to create a world-class, thriving, equitable, and sustainable maritime and ocean industry through knowledge sharing, joint innovation, entrepreneurship, commercialization, business, and workforce development.

Blue Ventures

The Maritime Blue Ventures program supports entrepreneurs and startups in maritime, ocean, and related sectors underpinning the Blue Economy through incubation, acceleration, mentorship, coworking, and public meeting spaces as a hub to the many spokes of maritime/ocean communities across the region, state, and globe. The Blue Ventures team currently operates two incubators and two accelerator programs that include coaching, education programming, mentoring, networking events, and access to Maritime Blue's cluster membership for technical assistance, and business development.

Position Description

The Blue Ventures Program Director is a key member of the leadership team and is responsible for overseeing Maritime Blue Ventures programs, staff, and contractors including budgeting, capacity planning, program support, communications, and data management. The role is also expected to contribute to the strategic vision of the program, ensure the team has systems in place to achieve success, and facilitate organizational Diversity-Equity-Inclusion goals.

Duty areas include:

Strategic Planning

- Develop and implement Blue Ventures program operating plan including strategic goals, implementation timeline, budget, milestones and metrics, and fundraising plan

Program Management

- Facilitate the selection committee for accelerator and incubator programs
- Programmatic contract management, grant reporting, budgeting, cash flow management, and fundraising development.
- Oversee programmatic communications with external partners, program participants, mentors, and funders.
- Design and administer surveys and other assessment tools to capture and analyze data for program planning, decision-making, and reporting
- Design processes, playbooks, and policies to standardize and scale the program

External Engagement

- Partner with government agencies, industry experts, research institutions, investors, community organizations, outside vendors, and others to improve the quality, scope, and delivery of programs
- Grow and maintain the Maritime Blue community; represent Maritime Blue with multiple partners and stakeholders.
- Host multiple event types both in person and online including large format demo-days, showcase events, networking and educational events.
- Represent Maritime Blue and the Blue Ventures program at other events and meetings

Qualifications

Overall experience needed:

You will feel prepared to take on this role if you have experience in:

- Facilitating multi-stakeholder/partner groups that are mission driven in order to successfully create and implement strategic and operational plans, deliver excellence in event planning, and program implementation
- The startup innovation ecosystem, early-stage business development, and mentoring programs.
- Understanding and embracing the culture of startups, which often involves a fast-paced, dynamic, and collaborative environment.
- A well-established network within the startup ecosystem, including connections with investors, industry experts, mentors, and potential partners, to provide startups with access to necessary resources and opportunities.
- The maritime, oceans, fisheries, cleantech, and/or climate sectors with broad knowledge of industry innovation opportunities and challenges.
- Working effectively with colleagues and partners from the full range of differences reflected in our community, including but not limited to ableness/disability, age,

economic/social class, English proficiency, race /ethnicity, family status, gender identity and expression, national origin/citizenship status, religion/spiritual expression, and sexual orientation.

You will be successful if you feel passionate about:

- Working for industry growth and investment, addressing climate action / ecological health, and equitable community development in the maritime and ocean sectors – the Blue Economy.
- Supporting and aligning creative and relevant technology development with diverse investment and funding mechanisms.

Your effectiveness in this role will depend on your ability to:

- Develop and communicate a clear, strategic vision for the startup program. Being able to align the program's goals with broader industry trends and market needs.
- Communicate effectively, orally and in writing, while working in a fast-paced environment on a cross-functional team.
- Manage teams and able to oversee and lead operations in a fast-paced environment
- Use creative problem-solving and demonstrate exceptional results with limited resources
- Be efficient, resilient, and flexible
- Build on prior experience and/or a strong interest in technology, startups, or government
- Take a consultative and customer service-oriented approach to problem-solving.
- Successfully manage competing priorities.
- Work in an environment that is welcoming, open, transparent, curious, collaborative, challenging, results-driven, and fun!
- Create, nurture, and leverage deep relationships throughout the region's maritime, ocean, technology and manufacturing sectors along with a diversity of investor types and funding mechanisms.

Work Environment

Washington Maritime Blue is headquartered in Seattle, WA with partners, stakeholders, projects and sites across the state of Washington and global. Remote work is supported with the expectation that staff are able to meet regularly in person as health and safety allow.

- Office Environment with occasional project site visits (exposure to computer screens)
- Must be able to travel domestically and internationally (when safe and appropriate)
- Noise level is usually moderate
- Must be able to comply with organizational vaccination requirement and mask mandate while in office

Benefits

- Flexible PTO; 96 hour annual minimum, no annual maximum
- 10 paid holidays plus December 24-31 holiday break
- Paid parental leave, 12-16 weeks
- Employer health care benefits with Regence - medical, dental, and vision

- Life Insurance
- Generous flexible spending account (FSA)
- 401(k) plan with 3% employer contribution

Commitment to Equity and Social Justice

Washington Maritime Blue is committed to creating a diverse, equitable, and inclusive workplace. This includes addressing institutional racism, sexism, ableism, and other forms of systemic oppression and individual prejudice. This work is ongoing and continually adjusted to meet the needs of our staff and stakeholders. We seek employees who think critically about their own cultural lens and can communicate effectively with people of different backgrounds and abilities. An ideal candidate will be committed to providing equitable engagement to our stakeholders, community, and clients. We are looking to receive applications from individuals with diverse arrays of experiences. All applicants will have the opportunity to attend an information session with Maritime Blue staff to hear more about the organization, the position, and ask questions of the team.

Additional Information

To be considered for this position, **please submit a single pdf with a cover letter and resume to info@maritimeblue.org. Use the subject line and name the attached file using "Your Name_Blue Ventures Director"** Applications will be read on a first-come-first-served basis and the position will remain open until filled. The priority deadline is January 2, 2024. In your cover letter, please describe how your knowledge, skills, and abilities prepare you for the job responsibilities and qualifications outlined in this job announcement.

Maritime Blue will be hosting an Informational Session regarding this position on Thursday, December 21 at 10 AM. [Please register here.](#)

Who may apply

Washington Maritime Blue encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, veterans, and those with diverse life experience. This position is open to all qualified candidates that meet the minimum qualifications. Washington Maritime Blue values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, ages, sexual orientation, or gender identity.

Direct applicants only, please no third-party applications.

Questions

Please Contact: Devon Thorsell
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