

FIDALGO
POOL
& FITNESS CENTER

Anacortes, Washington

EXECUTIVE DIRECTOR
\$80,498 - \$103,498 DOQ

Plus Excellent Benefits

Apply by
December 15, 2024
First Review, Open Until Filled

PROTHMAN



THE COMMUNITY



Anacortes, Washington, is a vibrant city situated on the picturesque Fidalgo Island in the heart of Puget Sound. With a population of approximately 18,121, Anacortes combines small-town charm

with the amenities of a larger community. Renowned for its stunning natural beauty and rich maritime heritage, the city is enveloped by forested hills, clear waters, and abundant wildlife. As the gateway to the San Juan Islands, Anacortes offers regular ferry access to nearby islands and even to Canada, making it a sought-after destination for those who love the outdoors. Residents and visitors enjoy year-round recreational opportunities, including boating, kayaking, whale-watching, hiking, and biking. The expansive Anacortes Community Forest Lands encompass over 2,900 acres of forest, lakes, and trails, providing endless adventures for nature enthusiasts. The city's maritime roots are celebrated annually with events like the Anacortes Waterfront Festival and Shipwreck Fest, which bring the community together to honor its coastal traditions. During the summer, the Anacortes Arts Festival (one of the largest arts events in the Pacific Northwest) attracts over 80,000 locals and tourists with local crafts, food, and entertainment.

Anacortes boasts a lively downtown area filled with locally owned shops, restaurants, and galleries, creating a friendly and walkable environment perfect for socializing and shopping. The community prides itself on highly regarded schools, strong local businesses, and a commitment to environmental conservation. Anacortes has cultivated a quality of life that balances growth with a deep respect for its natural surroundings. Offering the best of the Pacific Northwest, Anacortes fosters a tight-knit, supportive community where residents and visitors can enjoy both natural wonders and cultural richness.



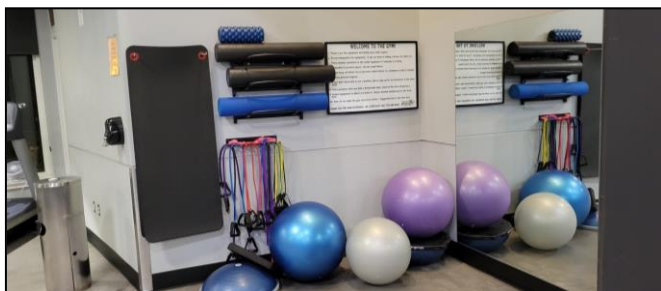
THE DISTRICT

The Fidalgo Pool & Fitness Center (FPFC) is a community-focused facility located in Anacortes, Washington, dedicated to promoting health and wellness among residents of Fidalgo Island and the surrounding areas. Established in 1975, FPFC offers a comprehensive range of programs, including lap swimming, aquatic exercise, group fitness classes, an American Red Cross swim school, a U.S. Masters adult swim team, and a USA Swimming age-group swim team for youth.

The organization is overseen by a five-member Board of Commissioners elected by the community to staggered four-year terms and is responsible for setting policies and ensuring that FPFC's operations align with the community's needs and expectations. FPFC operates on a 2025 budget of \$1.73 million and employs six FTEs including an Executive Director, a Maintenance Manager, a Swim Coach, a Night Manager, and two Program Managers. Additionally, the center employs approximately 47 part-time lifeguards, though this number fluctuates based on operational requirements.

Committed to fostering community engagement, FPFC offers facility rentals for events such as birthday parties, bridal and baby showers, and supports activities for kayak, stand-up paddleboard (SUP), and SCUBA groups.

FPFC is actively involved in initiatives aimed at enhancing its facilities and services. The "Pool Together!" campaign seeks to improve the center's infrastructure to better serve the community's health and fitness needs. This initiative underscores FPFC's role as a vital link to the health and vitality of the community.



THE POSITION

Working under the general direction of the Board of Commissioners, the Executive Director serves as the chief executive officer of FPFC. Operating in compliance with District policies and Washington State law, the Executive Director is responsible for executing all executive and administrative functions related to FPFC operations, and acts as a strategic advisor, consultant, and primary staff liaison to the Board of Commissioners.

To view a full job description, please view the attachment found [here](#) or visit www.prothman.com.

OPPORTUNITIES & PRIORITIES

On-Site Operational Leadership and Comprehensive Facility Management

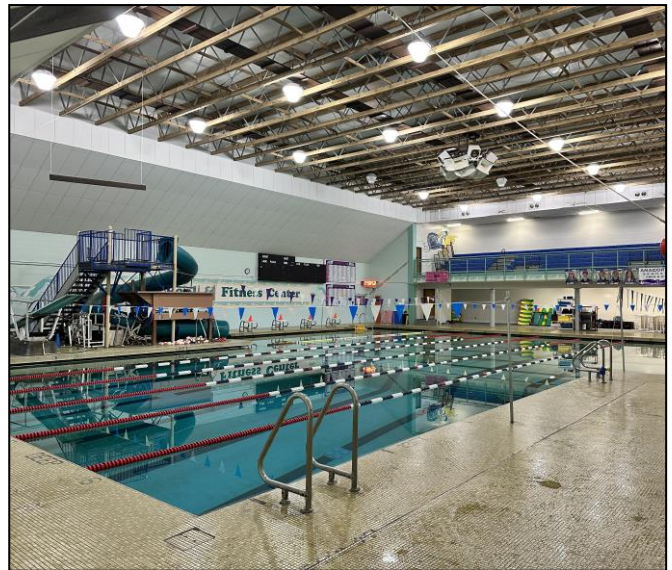
The new Executive Director’s (ED) main priority will be to manage the daily operations at Fidalgo Pool and oversee the district’s responsibilities as outlined in the position description. Balancing the capital campaign demands outlined below with on-site leadership, the ED will ensure that facility operations run smoothly, supporting a high-quality experience for patrons and effective collaboration with the Board, staff, and community stakeholders.

Capital Campaign and Fundraising Leadership

With the ambitious goal of building a new \$60 million pool facility, the Fidalgo Pool District requires strategic fundraising leadership. The incoming ED will need to spearhead a significant capital campaign in partnership with *Friends of the Fidalgo Pool*, a local non-profit dedicated to supporting the district’s financial goals. This collaboration will be crucial to securing substantial pre-campaign commitments before launching a broader public campaign, setting the stage for a successful fundraising effort.

Building Community and Board Support for a Metropolitan Parks District Initiative

A dedicated revenue source remains a top priority for Fidalgo Pool District operations. The new ED will play a key role in coordinating with the Board and engaging the community to reintroduce a Metropolitan Parks District ballot initiative, which narrowly missed passing previously. This initiative, if successful, would provide a stable funding base for ongoing operations, and the ED’s expertise in ballot initiative strategies and community outreach will be essential in guiding this effort.



EDUCATION & EXPERIENCE

Required Education and Experience:

- A bachelor’s degree in a related field.
- Five (5) years of management experience.
- Experience developing program budgets and managing budgets.
- A demonstrated ability to effectively present information and respond to questions from the Board of Commissioners, management, staff, and the general public.
- Excellent written and verbal communication skills, and demonstrated people skills.
- Proven skill as an effective problem solver.
- Experience with Payroll and Human Resources.
- Experience with Microsoft products and Excel in particular.

Desired Education and Experience:

- Experience as an Executive Director.
- Experience in the aquatics/fitness industry.
- Experience with fundraising.
- Familiarity with Open Public Meetings Act.
- Familiarity with State statutes.
- Knowledge of IT systems and processes.
- Experience working with a board of directors/commissioners.
- Familiarity of Red Cross CPR and First Aid staff training requirements.
- Customer relations experience.
- Project management experience.
- Familiarity with QuickBooks or other financial software.

COMPENSATION & BENEFITS

- **\$80,498 - \$103,498 DOQ**
- Medical and Dental Insurance
- \$25,000 Life Insurance
- Washington PERS
- 7 Full Holidays, 2 ½ Day Holidays, and 4 Floating Holidays
- Negotiable Sick Leave
- Negotiable Vacation



For more information on the Fidalgo Pool & Fitness Center, please visit:

www.fidalgopool.com

The Fidalgo Pool & Fitness Center is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **December 15, 2024** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to www.prothman.com and click on "Open Recruitments", select "Fidalgo Pool & Fitness Center, WA – Executive Director" and click "Apply Online," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



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