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JOB ANNOUNCEMENT: EXECUTIVE DIRECTOR

Tillamook Family Counseling Center, a trusted behavioral health provider rooted in Oregon's North Coast for over 40 years, is seeking a compassionate and strategic Executive Director to lead the organization into its next chapter. This pivotal role will guide a dedicated team committed to providing inclusive, high-quality care across mental health, addiction recovery, and developmental disability services. With a strong foundation of community trust, a culture grounded in equity and collaboration, and deep local partnerships, TFCC is ready for a leader who can champion innovation, operational excellence, and the well-being of both clients and staff.



WHO WE ARE

Tillamook Family Counseling Center (TFCC) has been a cornerstone of behavioral health care on Oregon's North Coast since 1983. Based in the heart of Tillamook County, TFCC is a certified, community-focused provider of mental health, addiction recovery, and developmental disability services for individuals of all ages. We are proud to serve youth, adults, and families across the region—ensuring access to care for everyone, regardless of their ability to pay.

Our highly trained, compassionate team includes behavioral health professionals certified by the Oregon Health Authority (OHA) and Oregon Department of Human Services (ODHS). We're a recognized provider for most private insurance plans and a trusted member of the Columbia Pacific Coordinated Care Organization (CPCCO), which manages Oregon Health Plan benefits in Clatsop, Columbia, and Tillamook counties.

At our core, we value equity, inclusion, service excellence, and collaboration. These principles are more than ideals—they guide every decision we make and every relationship we build. Our organizational culture champions transparency, shared leadership, and authentic partnerships. As we enter a new chapter, we're looking for a leader who is energized by this mission and ready to help shape the future of behavioral health in Tillamook County.



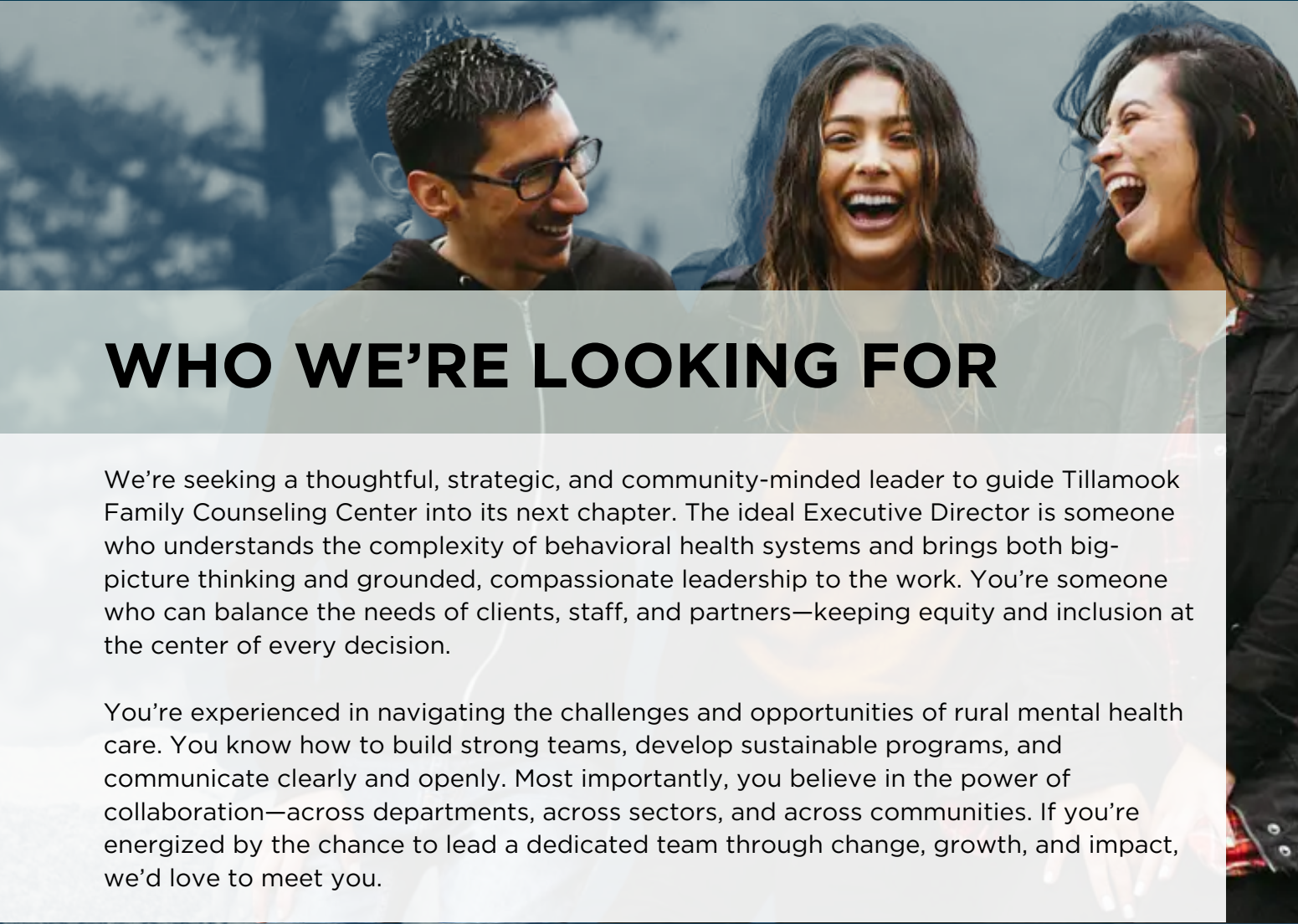
WHAT WE DO

At Tillamook Family Counseling Center, we believe that everyone deserves access to compassionate, high-quality behavioral health care—close to home and free of stigma. For more than 40 years, we've walked alongside individuals and families as they navigate mental health challenges, substance use recovery, housing instability, and developmental disabilities. Whether someone is in crisis or simply seeking a safe space to talk, our team is here to help.

We take pride in being a steady, trusted presence in Tillamook County—responding to local needs with heart, professionalism, and a strong network of community partnerships. Every program we offer is shaped by a commitment to inclusion, equity, and the belief that healing is possible for everyone.

Our core programs and services include:

- Mental health counseling for individuals and families
- Addiction recovery services, including gambling addiction support
- Crisis intervention and emergency behavioral health services available 24/7
- Developmental disability services that connect individuals with state and local resources
- Housing initiatives such as Turnstone Commons and recovery housing in partnership with Iron Tribe Network

A photograph of three people—two women and one man—laughing joyfully. The man on the left is wearing glasses and a dark jacket. The woman in the middle has long dark hair and is wearing a light-colored top. The woman on the right is also laughing and wearing a dark jacket. The background is slightly blurred, showing some greenery.

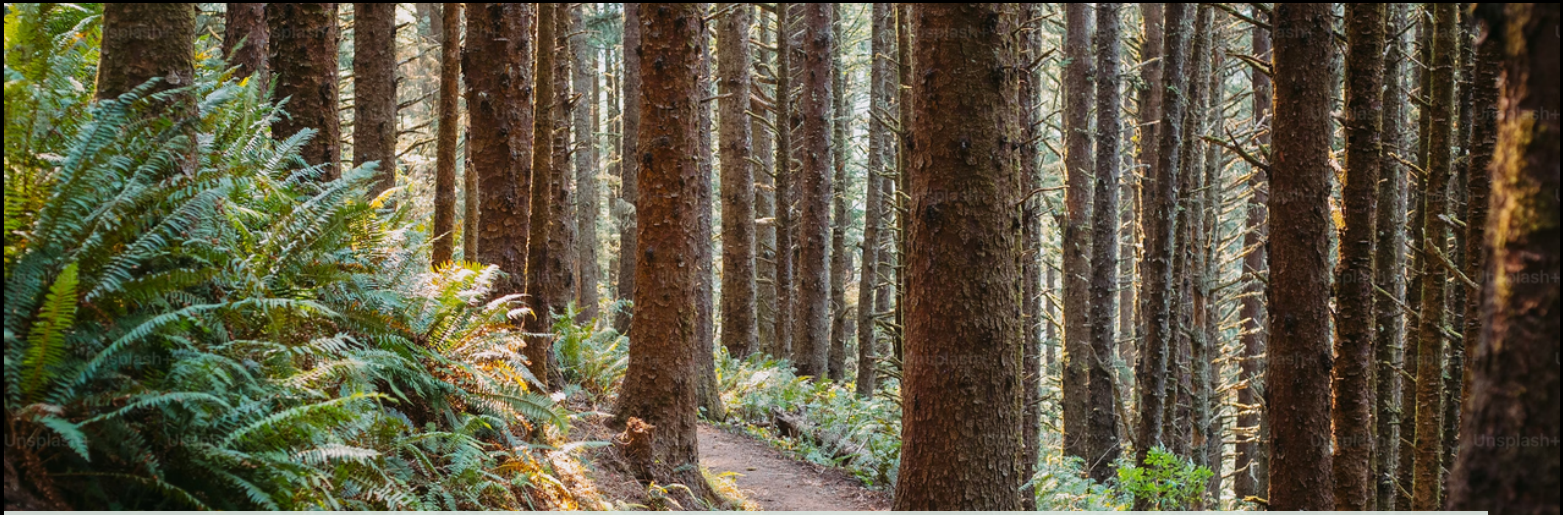
WHO WE'RE LOOKING FOR

We're seeking a thoughtful, strategic, and community-minded leader to guide Tillamook Family Counseling Center into its next chapter. The ideal Executive Director is someone who understands the complexity of behavioral health systems and brings both big-picture thinking and grounded, compassionate leadership to the work. You're someone who can balance the needs of clients, staff, and partners—keeping equity and inclusion at the center of every decision.

You're experienced in navigating the challenges and opportunities of rural mental health care. You know how to build strong teams, develop sustainable programs, and communicate clearly and openly. Most importantly, you believe in the power of collaboration—across departments, across sectors, and across communities. If you're energized by the chance to lead a dedicated team through change, growth, and impact, we'd love to meet you.

YOU WILL:

- **Lead TFCC through a thoughtful executive transition**, ensuring continuity and clarity for staff, clients, and community partners
- **Oversee all TFCC operations**: staffing, finance, programs, and stakeholder relations
- **Partner closely with the Board of Directors to advance strategic priorities** and strengthen governance engagement
- **Champion diversity, equity, and inclusion across all levels of the organization**—from hiring practices to client outreach
- **Support and develop a resilient workforce**, with a focus on recruitment, retention, and fostering a positive, inclusive workplace culture
- **Build and sustain relationships** with funders, public agencies, and local partners to grow revenue and increase visibility
- **Serve as a visible, approachable leader** who listens deeply, communicates clearly, and builds trust across all stakeholder groups



SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE

- 5+ years of senior management experience
- Fiscal accountability; proven track record of managing \$5M+ budgets with multiple funding sources
- Experience supervising 5+ direct reports
- Background in behavioral health, social services, healthcare, and/or public policy administration
- Familiarity, understanding, and involvement with community services or health programs
- Experience managing organizations or departments with multiple programs
- Strong experience developing and executing strategy and vision for an organization, department, and/or program
- Track record of promoting a collaborative work environment where staff are heard and where staff are motivated and inspired to perform at their highest levels
- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to build and sustain an organizational culture of accountability
- Strong organizational skills and a business orientation that leverages and optimizes resources
- Proven track record of managing change through a transition and/or transformation
- Experience maintaining and building relationships with community partners



SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE

HIGHLY PREFERRED:

- Experience in working in an organization that uses Key Performance Indicators or metrics in the management of staff and operations

PREFERRED:

- Executive Director experience
- Experience in nonprofit organizations
- Mental Health (Psychology, LCSW, MFT) clinical certification
- Direct experience serving on, working with, and/or reporting to a board of directors

PERSONAL CHARACTERISTICS:

- Commitment to principles of cultural humility in working with diverse communities
- Collaborative, able to build consensus
- Problem solver who is comfortable making tough decisions
- Trustworthy with a high degree of integrity
- Exhibits a positive attitude, is approachable, and patient

REQUIRED EDUCATION:

- Master's degree in public health, psychology, healthcare, social work, or another relevant field



COMPENSATION AND BENEFITS

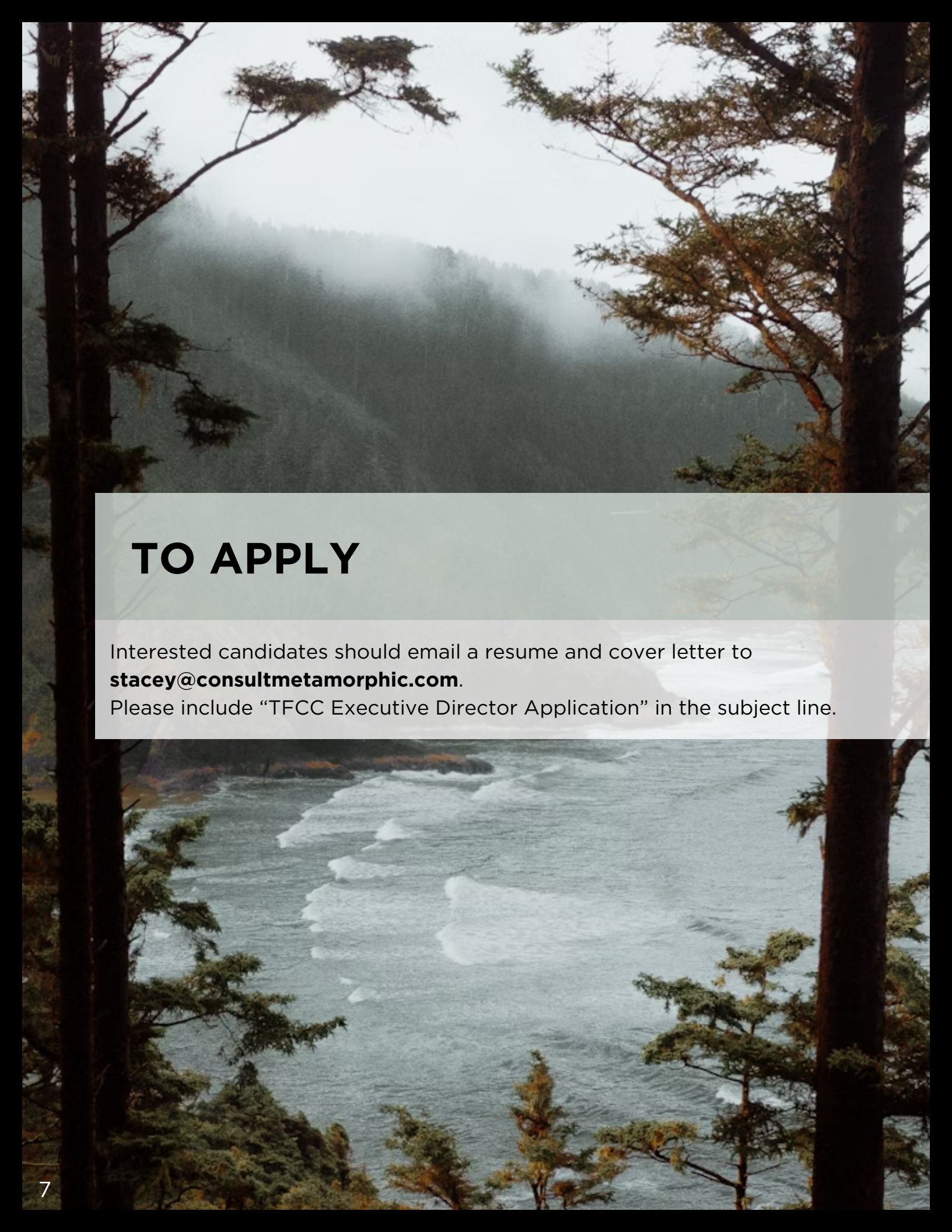
- Salary: **\$165,000-\$180,000**
- Comprehensive benefits package with health coverage, paid time off, and generous retirement contributions
- Relocation assistance is negotiable

LIVING AND WORKING ON THE OREGON COAST

Tillamook offers more than just a beautiful place to work—it's a place to belong. Nestled between lush coastal forests and the Pacific Ocean, this small town on Oregon's North Coast is big on charm, natural beauty, and outdoor adventure. Life here moves at a thoughtful pace, grounded in community connection and an appreciation for the stunning surroundings.

Explore dramatic coastlines, hike forested trails, or kayak the serene waters of Tillamook Bay. Indulge in local treasures like the Tillamook Creamery and farmers markets, or spend weekends discovering hidden beaches, tide pools, and coastal lighthouses. With Portland just 90 minutes away, you're never far from the urban bustle—yet always close to the peace and quiet of coastal living.

Whether you're raising a family, starting a new chapter, or simply seeking more balance, Tillamook offers a vibrant, grounded lifestyle in one of Oregon's most breathtaking regions



TO APPLY

Interested candidates should email a resume and cover letter to **stacey@consultmetamorphic.com**.

Please include “TFCC Executive Director Application” in the subject line.