



Founded in 1882, the Seattle Metro Chamber is the region’s largest and most diverse business advocacy organization. We represent 2,500+ employers and a regional workforce of 750,000. Our vision is an economically vibrant, globally competitive region where businesses of all sizes flourish and prosperity is shared. Our mission is to help members thrive and grow in an equitable, inclusive regional economy.

Strategic Goals



Advocacy

Lead regional business advocacy across Seattle, King County, and Washington State elevating a clear, data-grounded public voice for employers of all sizes.



Impact

Strengthening the regional economy and promoting opportunity and equity, with visible wins on issues like public safety, housing, taxation, transportation, childcare, and workforce.



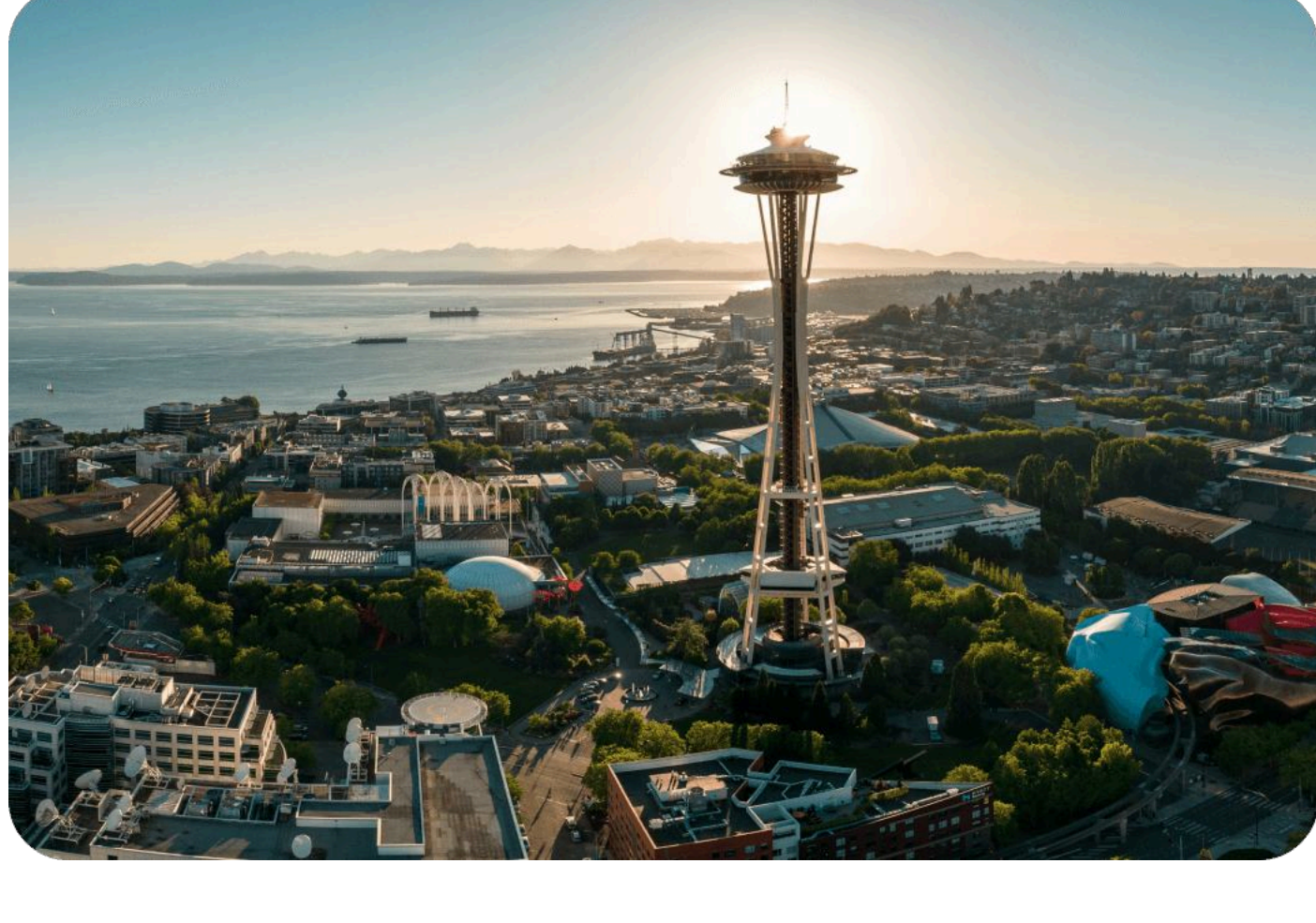
Value

Deliver measurable member value through programming with clear ROI for small, mid-market, and enterprise members across the metro region.



Growth

Sustain and grow Chamber operations (membership, sponsorships, revenue, marquee events) to fuel impact.



The Opportunity

 **Chief Executive Officer**  **Seattle, WA**

The Board seeks a visionary, externally oriented, advocacy-first CEO who builds durable coalitions, unifies the employer community, and wins progress on priority issues, while empowering a strong senior team to enhance internal infrastructure. The next CEO will be a trusted civic partner who can engage constructively across the political spectrum and with labor where interests align.



Key Responsibilities

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Policy, Advocacy & External Relations

 - Lead the Chamber’s policy agenda and political strategy across city, county, and state, secure tangible outcomes for employers and workers.
 - Build and steward coalitions across the political spectrum in King County and Washington State; engage labor, community, and civic partners where interests align.
 - Coordinate closely with peer organizations (e.g., Challenge Seattle, AWB, Washington Roundtable, Bellevue Chamber, trade associations) to unite the business voice.
 - Function as principal spokesperson who is effective with media and on social platforms. Utilizing responsible data-grounded communications and public opinion research.
 - Expand direct voter education and narrative work to clarify the role and value of business and the impacts of policy choices.
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Member & Regional Stakeholder Engagement

 - Center small and mid-size businesses alongside major employers; ensure listening mechanisms and visible follow-through.
 - Deepen regionalism beyond the city core; formalize collaboration with smaller/suburban chambers and community-based partners.
 - Ensure marquee events and programs deliver clear ROI and align to advocacy and growth objectives.
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Regional & Economic Leadership Development (ADO)

 - Elevate the Chamber’s Associate Development Organization (ADO) role for King County: expand business retention & expansion (BRE), workforce, and small-business services.
 - Leverage and grow ADO funding (public/private) to build capacity; collaborate with Greater Seattle Partners and King County on regional marketing and expansion.
 - Establish goals and dashboards for measurable economic development outcomes.
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Affiliate & Partnership Management

 - Clarify roles with affiliates/partners; align shared services, risk management, and brand; strengthen joint impact where missions intersect.
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Leadership, Governance & Operations

 - Empower a strong senior team (e.g., Chief of Staff, HR, ops/finance) to prove operational excellence.
 - Align annual plans and budgets to a 12–24-month platform and multi-year strategy; use transparent dashboards for performance and accountability.
 - Build a high-trust partnership with the Board along with clear decision rights, informed oversight, and engaged committees.


Qualifications & Experience

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Political Acumen & Advocacy

 - Deep, productive relationships across the political spectrum in King County and Washington; credible with moderates and progressives.
 - Demonstrated success shaping agendas, building coalitions, and managing complex stakeholder dynamics (electeds, labor, business, civic).
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Executive & Organizational Leadership

 - 15+ years senior leadership (GM/C-suite or policy/advocacy leadership) with fiscal accountability; known for building high-performing teams.
 - Record of prioritization and saying “no” to protect focus and capacity.
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Communications & Public Voice


 - Compelling communicator and media presence, including on social channels; able to demystify complex issues and responsibly interpret public data/polls.
 - Aligns with the Chamber’s role as a strong policy voice, representing business interests at city, regional, state, and federal levels.
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Culture & People Leadership

 - Leads with empathy, high EQ, integrity, and fairness; builds an inclusive culture that reflects the region’s diversity and elevates leadership capacity across the team.
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Preferred Sector & Contextual Experience

 - Business associations, economic development/workforce, cross-jurisdiction civic coalitions, and/or trade associations; experience collaborating with affiliates and regional chambers.
 - Private-sector experience (or strong proximity to employer operations) is highly valued.



Compensation and Benefits


Total compensation range of \$250,000–\$450,000, inclusive of discretionary and performance-based bonuses tied to Board-approved goals (policy outcomes, membership/revenue growth, program ROI), plus comprehensive benefits. Specific terms discussed with finalists.


Employment Details


Employees participate in Chamber benefit plans. Work is primarily in-person/in-region with flexibility consistent with business needs and community presence.


To Be Considered
Please submit a resume and cover letter detailing your leadership journey and fit with the Chamber’s mission and priorities. **Priority application date: November 7, 2025** (applications reviewed on a rolling basis).

Equal Employment Opportunity
The Chamber is an equal opportunity employer. All employees and applicants are recruited, selected, trained, promoted, and, when necessary, disciplined without regard to sex, race, religion, creed, marital status, age, national origin, ancestry, color, sexual orientation, gender identity or expression, political ideology or activity, disability, military or veteran status, or genetic information. We value a workforce that reflects our community and encourages applications from candidates of all backgrounds.

**Location**
Seattle, WA

**Reports To**
Board of Trustees

**Work Environment**
Primarily in-person and field-based across King County and the region.

**Classification**
Regular, full-time, exempt

Search conducted by ND Executive Search



Chris Nguyen

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