



Leadership Opportunity – Western Washington
Offices Located in Olympia, WA – Home of the State Capitol

EXECUTIVE DIRECTOR

Evergreen Council on Problem Gambling

SALARY RANGE
\$80,000-\$90,000

ORGANIZATION TYPE
501(c)(3) Nonprofit

REPORTS TO
Board of Directors

evergreencpg.org



ORGANIZATIONAL OVERVIEW

The Evergreen Council on Problem Gambling (ECPG) is a 501(c)(3) nonprofit organization committed to providing services and programs for those affected by problem gambling and video gaming – individuals, their families, employers, students, treatment professionals, and the greater community. ECPG works to transform traditional addictions and behavioral health services to integrate video gaming and gambling disorders and enhance programs and awareness through strategic partnerships. ECPG recognizes and relies on the power of partnerships, research, new technologies, and teamwork to raise awareness, reduce stigma, and provide effective services.

ECPG focuses on the full continuum of care from awareness and prevention to treatment and recovery, while recognizing we must meet individuals, families, businesses, and communities where they are in terms of understanding, cultural needs, and barriers.

ECPG's efforts by design complement and empower those of other nonprofit organizations, educational institutions, government agencies, tribal services, private business and industries, communities, and individuals by emphasizing collaboration, innovation, respect, and leadership. ECPG serves as a catalyst to enable others in providing services and support and to work more effectively on behalf of all those we serve.

Founded in 1991, ECPG maintains a position of neutrality on legalized gambling and advocates strongly for programs and services that support consumer protection and access to programs and services.

MISSION

The Evergreen Council on Problem Gambling is dedicated to increasing awareness of public health issues around problem gambling and gaming in diverse cultures, expanding the availability and integration of services, and supporting advocacy, research, and programs for education, prevention, treatment, recovery, and responsible gambling and gaming.

VISION

The Evergreen Council on Problem Gambling is the leader in identifying needs and bringing together diverse resources and services for prevention and across the continuum of care for those affected by problem gambling and gaming.

CORE VALUES

Respect
Integrity
Connection
Innovation

Excellence
Leadership
Compassion

KEY PROGRAMS AND SERVICES

ADVOCACY AND AWARENESS

Increase public health awareness and support through community education, building relationships, and advocating for services across diverse communities and cultures.

PREVENTION

Increase state-wide responsible gambling/gaming and reduce the onset of problem gambling/gaming by supporting the development of community advocates and prevention specialists.

TREATMENT

Ensure access to a continuum of treatment services by reducing barriers and providing treatment program development and support services for diverse communities.

RECOVERY SUPPORT SERVICES

Support a continuum of care for multiple pathways to recovery through community partnerships and Peer training.

TRAINING

Provide quality integrated learning experiences and programs (gambling, gaming, substance use, co-occurring, responsible gaming, etc.) that enhance continuing education, services, and skill development to support diverse audiences.

ADMINISTRATION

Support professional growth and teamwork; strive to continuously innovate and refine programs and services for excellence; encourage collaboration and leadership and work toward our mission with respect and integrity.

LEGACY OF LEADERSHIP AND NEW OPPORTUNITIES

The Evergreen Council on Problem Gambling (ECPG) is seeking a new Executive Director. After more than two decades of amazing leadership, vision, and stewardship, ECPG's Executive Director, Maureen Greeley, is retiring, and ECPG is seeking an experienced and motivated nonprofit leader to build on the organization's successful legacy and meet the challenges presented by an expanding array of gambling and gambling-like activities. The ECPG Board and staff members are committed to the organization's Mission and its plans for continued success.

ECPG's next Executive Director will take on a position that is well-established, but with significant opportunities to continue expanding ECPG's partnerships and activities beyond Washington. ECPG is looking for an individual with extensive experience with nonprofit management, community relationship building, fundraising, and state and tribal government relations – most importantly, the successful candidate must be passionate about public service and fulfilling ECPG's Mission.

POSITION PROFILE

The Executive Director of the Evergreen Council on Problem Gambling must be a motivated and motivational leader of high integrity. The Executive Director must be passionate about and committed to promoting the organization's Mission to increase awareness of public health issues around problem gambling and gaming, expand the availability and integration of services, and support advocacy, research, and programs for education, prevention, treatment, and responsible gambling and gaming. The Executive Director must have exceptional collaborative and interpersonal skills.

POSITION AND SCOPE OF WORK

This is a full-time, exempt position located in Olympia, Washington. This position involves overseeing the day-to-day operations of the Council including, but not limited to, ensuring all contractual obligations of the Council are met, managing the Council's office, supervising all Council employees, facilitating Council-sponsored events, and managing all other Council activities. The position reports to the Council's Board of Directors generally and to the Council's President directly.

KEY RESPONSIBILITIES

- Leading in a manner that supports and guides the organization's Mission
- Recommending and implementing administrative plans and policies, as adopted by the board, for all functions and day-to-day operation of the organization
- Overseeing strategic planning with staff and board to ensure ECPG can successfully fulfill its Mission into the future
- Managing programs, activities, and general operations
- Hiring, supervising, and retaining qualified staff and independent contractors; delegation, decision-making, creating clear staff roles, and supervising collaborative projects to ensure they are completed efficiently, inclusively, and with respect
- Reviewing and approving contracts for services
- Coordinating and overseeing fundraising activities
- Monitoring and managing finances and accounting.
- Organizing or participating in conferences, seminars, trainings, or other events
- Serve as an ex officio member of the board—attend all board meetings with no voting rights
- The position requires occasional regional, national, and international travel

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- Assuring there are sufficient internal financial and accounting controls, including but not limited to, separation of duties to safeguard against fraud, waste, and abuse. Such controls also apply to the Executive Director position.
- Reporting information about the organization's activities to the board in a timely manner
- Advising the board on policy and program issues, and implementing plans and policies adopted by the board
- Communicating and networking with constituents, tribal partners, agencies, other nonprofits, media, etc.

IDEAL CANDIDATE – WHAT WE'RE LOOKING FOR

- Bachelor's degree in a related field required;
 1. Master's or certificate(s) in non-profit organization management or related field preferred
- Strong personal integrity and ability to obtain fidelity bond
- Five or more years senior nonprofit management experience
- Hands-on budget development and management skills
- Strong organizational abilities including planning, delegating, program development, and facilitation
- Experience hiring, supervising, and developing organization team members
- Ability to see a vision of ECPG's strategic future and communicate that vision to staff, board, volunteers, and partners
- Strong written and verbal communication skills
- Ability to work as collaborative relationship builder
- A commitment to cultural competency and workplace diversity
- Strong public speaking skills with experience presenting educational, legislative, and/or similar materials
- Media relations and public communications experience
- Experience with Indigenous Cultures required; familiarity with the twenty-nine federally recognized Tribes located in Washington preferred
- Experience with, and certifications in, addiction services and/or problem gambling treatment
- Grant writing and/or fundraising experience
- Familiarity with the Washington State Legislature and state agencies overseeing public health and addiction related services

Salary and Benefits

The Evergreen Council on Problem Gambling offers a competitive compensation package commensurate with experience and qualifications.

\$80,000 - \$90,000 Annual base salary starting range. The final offer will reflect the selected candidate's experience, qualifications, and demonstrated expertise. Tech stipend available. Moving expense allowance if relocating from out of state.

Health Insurance Benefits

Full-time employees are covered by medical, dental, and vision plans. Full-time employees are eligible to receive insurance benefits effective 60 days after full-time service begins.

Retirement Benefits

After three months of employment, qualifying employees are eligible to set up a 403(b) retirement plan. After nine months of employment, ECPG will match the employee's contributions, dollar for dollar, up to 7.5 percent of the employee's gross annual salary.

Employee Assistance Program

ECPG has a contract with an EAP Program to provide complimentary counseling sessions, legal and financial services, health care information, and other services. Employees and Board Members are eligible for those benefits immediately.

Paid Time Off

All regular full-time staff shall be entitled to paid annual leave and sick leave. Other types of leave allowed include bereavement leave, jury duty, military leave, and family and medical leave.



How to Apply – Evergreen Council on Problem Gambling Executive Director Position

Ready to Join the ECPG Team?

ECPG Executive Director applications must be received by 5 p.m. (PST) on Tuesday, September 1, 2026. The successful candidate must pass a background check. For more information contact:

Maureen Greeley, Executive Director
Mlgreeley@evergreencpg.org

APPLY VIA MAIL

Submit a letter of interest with your resume/CV and three professional references to:

Evergreen Council on Problem Gambling
Executive Director Position
1511 State Avenue NE
Olympia, WA 98506

APPLY ONLINE

Visit the link below to submit your online application using LinkedIn.
<https://www.linkedin.com/jobs/view/4440176549>

APPLY VIA EMAIL

Submit a letter of interest with your resume/CV and three professional references to:

Maureen Greeley, Executive Director
Mlgreeley@evergreencpg.org

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