



## **Senior Mediator/Facilitator/Public Involvement Expert or Team Opportunity in San Francisco, and Other Offices**

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Kearns & West, a mediation and communications firm specializing in water, energy, natural resources and environmental mediation, collaboration and public involvement, seeks:

- A seasoned mediator/facilitator or public involvement expert to join our firm's San Francisco office, or
- A mediation/collaboration/public involvement firm or 2-5 person group that is interested in joining K&W, and/or
- A seasoned mediator/facilitator or public involvement expert or small firm interested in joining the firm in other locations. (We currently have offices in San Francisco, Washington DC, Portland, Denver, Sacramento, and have interest in Southern California and other locations in the east as well).

The individual or group/firm sought would have an existing and complementary client base and experience managing and facilitating collaborative processes involving stakeholders from state and federal natural resource and regulatory agencies, tribes, environmental organizations, industry and local interests.

### **Criteria for Candidate Individual or Group/Firm**

- Experienced, effective mediator/facilitator or public involvement expert with a reputation for integrity, fairness, and achieving results.
- Ten to fifteen years of relevant experience (facilitation, mediation, dispute resolution, public involvement, collaborative processes).
- Client base that complements and expands K&W's existing practice areas in natural resources, hydropower relicensing, water resource management, land management, energy project, and environmental management.
- A proven ability to develop business.
- An existing client base that would benefit from joining the K&W team.
- Northern California location/Western U.S. practice area, or if applying for the east, an eastern US practice area.
- Proven ability to manage a team of professionals assigned to collaboration/mediation/public involvement projects.
- Proven experience at managing, retaining, training and growing staff at all levels to move into more senior roles and responsibilities.
- Proven ability to design and lead collaborative processes with senior-level stakeholders.
- Proven ability to analyze and explain complex environmental issues and regulations, particularly those related to energy, water, land management, transportation issues in California and the west or east if applying there.

- Proven ability to provide clients with strategic counsel on public involvement/collaboration and environmental/natural resource regulatory processes (NEPA, state-NEPA, ESA, Wild and Scenic Rivers, etc.).
- A style that fits with the Kearns & West positive team culture, both within the firm and with the stakeholder teams we work with.

## About Kearns & West

- Established firm, founded over twenty years ago, in 1984.
- Offices in Denver, CO, Portland, OR, San Francisco, CA, Sacramento, CA, and Washington DC, working on local, state and federal issues.
- Experienced professionals with a team of approximately 30 mediators/facilitators, public involvement and communications specialists with backgrounds in government, engineering, law, communications and environmental sciences.
- Issues resolution focus on energy, water, natural resources, environmental, land management, change management, communications
- Demonstrated results in large, multi-party, multi-year collaborative processes – both national policy negotiations, rulemakings, and on-the-ground negotiations.
- Collegial, energetic, team-spirited culture – supporting mediators/facilitators with teams experienced in meeting management, process management and consensus management.
- Firm services include both neutral mediation and communications/advocacy. However, Kearns & West limits advocacy work to areas where there is no conflict or perception of conflict (different sectors).
- “The Public Affairs firm of 2003” and “Best Agency to Work for in 2006” awarded by the *Holmes Report*, a communications journal, recognizing our distinctive collaborative solutions practice.
- Superior support systems: process management, marketing, billing, training, HR and benefits managements.
- Excellent benefits: profit-sharing, 401K, bonuses, health, dental and short- and long-term disability insurance, vacation, and more.

Please e-mail resume, cover letter & salary requirements to [personnel@kearnswest.com](mailto:personnel@kearnswest.com). This position will be open until it is filled. No faxes or phone calls please. Please put “Senior Mediator/Facilitator” in the subject line of your email.