

NOW RECRUITING

President & Chief Executive Officer

A nationwide search for the next leader of a 5-Star accredited chamber serving Kennewick, Pasco, Richland and West Richland, Washington.



ORGANIZATION BY THE NUMBERS

850 CHAMBER MEMBERS	\$1.4M ANNUAL BUDGET	7 PROFESSIONAL TEAM
324,000 REGIONAL POPULATION	25-40 BOARD MEMBERS	2 COUNTIES: BENTON & FRANKLIN

01 About our region

The Tri-Cities region, comprising Kennewick, Pasco, Richland and West Richland, is one of the fastest-growing areas in Washington State and a recognized hub for business, innovation and quality of life.

The regional economy is anchored in research and development, technology, manufacturing, agriculture, retail and healthcare, with major employers including Pacific Northwest National Laboratory, Amentum, Bechtel, Lamb Weston and Amazon.

Situated at the confluence of the Columbia, Snake and Yakima rivers and in the heart of Washington wine country, the region offers an exceptional outdoor lifestyle and a strong sense of community.



02 About our chamber

The Tri-City Regional Chamber serves as a leading advocate for the local business community, representing a diverse membership base across a broad range of industries. The organization's mission is to promote economic vitality, support business growth and foster collaboration among business, government and community stakeholders.

The Tri-City Regional Chamber of Commerce is a 501(c)(6) nonprofit dedicated to being the voice of business in the Tri-Cities region. Through advocacy, leadership, networking and innovative programs, the Chamber promotes regional prosperity and strengthens its member businesses.

Uniquely, the Chamber is truly regional in scope: it serves four cities — Kennewick, Pasco, Richland and West Richland — across two counties, Benton and Franklin. Each jurisdiction brings its own council, staff, priorities and business character, which adds real complexity to programming, member outreach and public policy. The CEO must work effectively across all four cities and both counties, balancing distinct local interests while advancing a unified regional agenda.

More at tricityregionalchamber.com.



03 Our next President & CEO

The Tri-City Regional Chamber of Commerce is seeking a visionary, strategic and relationship-driven Chief Executive Officer to lead a 5-Star accredited chamber.

Reporting directly to the Board of Directors, the CEO is responsible for the overall leadership, strategy, operations, financial performance, advocacy efforts, community engagement and organizational success of the Chamber. This individual will serve as the primary spokesperson and ambassador for the business community while fostering strong relationships with business leaders, elected officials, educational institutions, economic development organizations, nonprofit partners and regional stakeholders.

The ideal candidate is an accomplished executive who understands how to build sustainable organizations, generate diverse revenue streams, lead high-performing teams, navigate public policy and unite diverse interests around a common regional vision.

04 Our business model

The Chamber operates a diverse business model. The CEO must understand and embrace this multifaceted approach while identifying opportunities for continued growth and long-term sustainability.

01 Membership investment and retention	02 Corporate and executive-level sponsorships
03 Signature regional events and programs	04 Business networking and leadership development
05 Foundation support and charitable initiatives	06 Public-private partnerships
07 Grant-funded programs and special initiatives	08 Business advocacy and public policy engagement

05 Key responsibilities

Strategic leadership

- Partner with the Board of Directors to develop and execute the Chamber's strategic vision and long-range goals.
- Position the Chamber as the leading business organization and trusted regional voice throughout the Tri-Cities and surrounding region.
- Identify emerging economic, workforce, infrastructure and policy issues impacting businesses and the broader community.
- Foster a culture of innovation, accountability, collaboration and excellence.

Advocacy & public affairs

- Provide executive oversight of the Chamber's public policy program and its staff, while serving as the lead voice for business at the local, regional and state levels.
- Build productive relationships with elected officials, government agencies and community leaders.
- Advance public policy priorities that strengthen economic competitiveness, workforce development, infrastructure investment, housing availability and business growth.
- Represent Chamber positions publicly and effectively communicate business perspectives on key regional issues.

Revenue generation & financial stewardship

- Lead a diversified revenue strategy spanning membership, sponsorships, events, foundation support, grants and strategic partnerships.
- Identify and develop new revenue opportunities that align with the Chamber's mission.
- Ensure long-term financial sustainability and responsible fiscal management.
- Oversee annual budgeting, forecasting, financial reporting and resource allocation.

Membership & stakeholder engagement

- Strengthen member recruitment, retention, engagement and overall value.
- Develop meaningful relationships with businesses of all sizes, from entrepreneurs and small businesses to major employers and regional stakeholders.
- Serve as a visible and accessible leader throughout the community.
- Maintain strong partnerships with economic development organizations, educational institutions, workforce partners, municipalities and nonprofit organizations.

Events & programs

- Oversee the planning and execution of signature events, leadership programs, policy forums, business recognition programs and networking opportunities.
- Ensure Chamber events continue to serve as premier business and community gatherings throughout the region.
- Drive innovation in programming to meet evolving member needs.

Organizational leadership

- Lead, mentor and develop Chamber staff while fostering a high-performance culture.
- Ensure operational excellence across all Chamber functions.
- Maintain effective governance practices and strong communication with the Board of Directors.
- Promote organizational transparency, accountability and professional development.

06 Desired qualifications

- Bachelor's degree required; advanced degree preferred, or an equivalent combination of education and experience.
- Minimum of 10 years of progressive leadership experience in a chamber of commerce, business association, economic development organization, nonprofit, government agency, private-sector company or related organization.
- Graduate of the U.S. Chamber of Commerce Institute for Organization Management preferred, but not required.
- Demonstrated success leading complex organizations with multiple revenue streams.
- Experience in fundraising, sponsorship development, membership growth or business development.
- Strong understanding of public policy, government relations and advocacy.
- Proven ability to build consensus among diverse stakeholders.
- Exceptional communication, public speaking and relationship-building skills.
- Strong financial management and strategic planning experience.
- Experience leading teams and managing organizational change.

07 Preferred attributes

The successful candidate will be:

A relationship builder	who earns trust quickly.
A regional thinker	who values collaboration over competition.
A visible community leader	comfortable serving as the face of the organization.
A strategic, entrepreneurial executive	who understands both mission and margin.
A skilled advocate	capable of navigating complex policy discussions.
A consensus builder	who can unite business, government, education and community leaders around shared goals.

Above all, a leader who recognizes the unique opportunities and challenges facing the Tri-Cities and is passionate about helping shape its future.

08 Compensation, benefits & residence

**\$150,000
– \$190,000**

SALARY + BONUS RANGE

The compensation package includes a competitive salary plus bonus, set within the range at left based on the candidate's level of professional experience. The Chamber also offers a dynamic benefits package including, but not limited to, paid holidays, paid time off, medical insurance, dental insurance, long-term disability, life insurance and a retirement plan.

Required residence. The chosen candidate is expected to live within either Benton or Franklin county once employed.

09 / HOW TO APPLY

Leaders ready to shape the future of this organization

DEADLINE TO APPLY **Friday, October 23**

Submit all of the following required materials:

- A letter of interest outlining relevant experience and leadership philosophy
- A current résumé or CV
- Your expected minimum salary requirements

Applications that do not include all requested materials will not be reviewed. **No phone calls.**

EMAIL MATERIALS TO

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**CHAMBER
CONCEPTS**

Photos courtesy of Visit Tri-Cities.

TRI-CITY REGIONAL CHAMBER OF COMMERCE

Chamber Concepts has been retained by the Tri-City Regional Chamber Board of Directors in their nationwide search for a new President & CEO. For more information, visit chamberconcepts.com.