



EXECUTIVE DIRECTOR

Puget Sound Emergency Radio
Network (PSERN) Operator

Annual Salary:
224,000 – \$255,000 DOE/DOQ

King County, Washington



Are you a strategic, collaborative, and service-focused executive with a passion for public safety communications and operational excellence? The Puget Sound Emergency Radio Network (PSERN) Operator is seeking its next Executive Director to lead one of the nation's most advanced regional radio systems.

The Executive Director will provide visionary leadership to a highly skilled team, ensuring seamless radio communications for emergency responders across King County. This is a rare opportunity to shape the future of a mission-critical organization that protects lives and strengthens communities every day.

Join PSERN – a world-class public safety radio network dedicated to operational success and continuous improvement.

ABOUT THE COMMUNITY

Located in the heart of the Puget Sound Region, King County, Washington, is renowned for its stunning natural beauty, proximity to water, and temperate climate. Residents enjoy abundant recreational opportunities—from hiking, boating, and skiing to exploring world-class dining, arts, and cultural attractions.

The region is home to a thriving economy anchored by global technology, healthcare, aerospace, and maritime industries. With its dynamic mix of urban innovation and small-town charm, the Puget Sound area offers a high quality of life, excellent schools, and a strong sense of community.

From the bustling streets of Seattle to the scenic trails of Mount Rainier, King County provides endless opportunities to explore and connect. Whether taking in waterfront views, attending local festivals, or collaborating in its fast-growing tech sector, the region offers something for everyone.

GOVERNANCE & ORGANIZATION

The PSERN Operator is a local government entity established under Washington State law through an Interlocal Cooperation Agreement between King County and various cities within the county.

Governed by a six-member Board of Directors, the Operator manages, maintains, and upgrades the regional emergency radio communications network. The Executive Director, appointed by the Board, oversees daily operations and leads a staff of professionals responsible for ensuring the reliability and performance of the system that serves hundreds of public safety agencies.



POPULATION

2.3 million



MEDIAN HOUSEHOLD INCOME

\$116,000



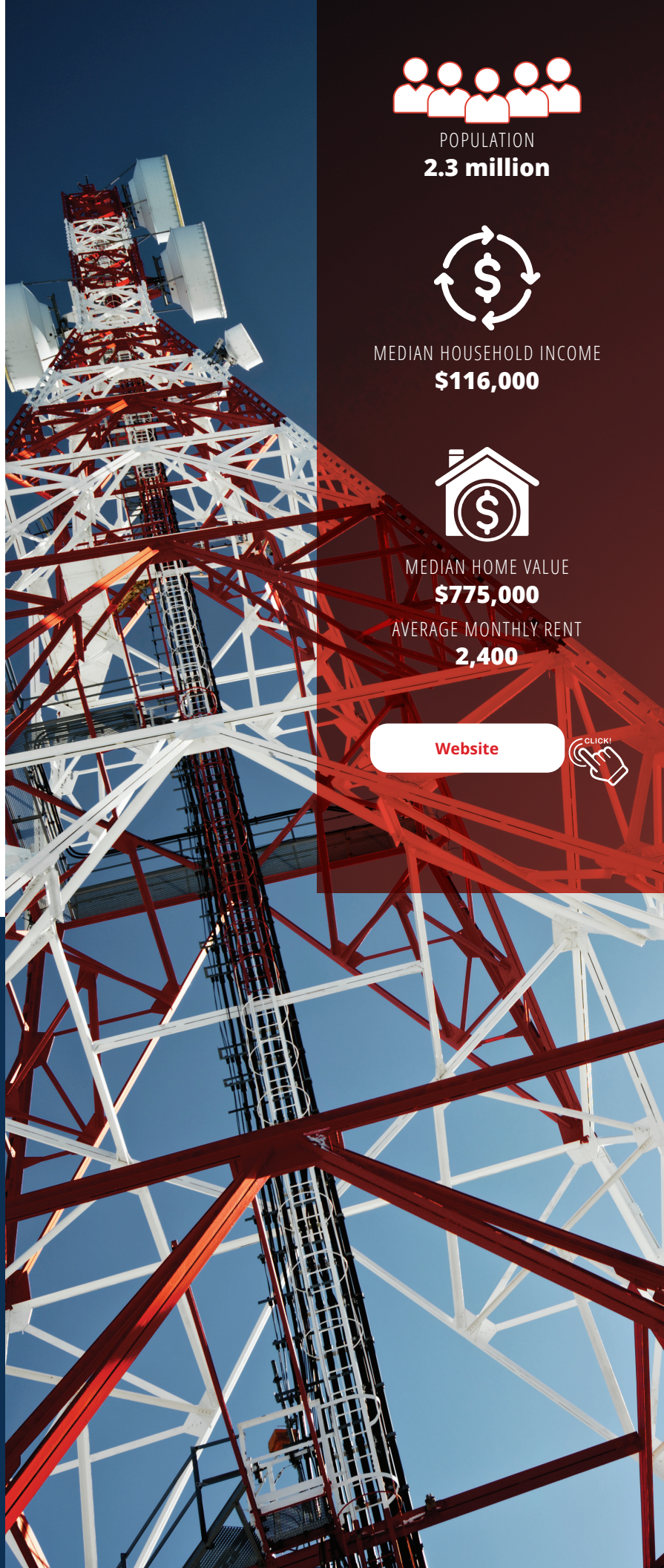
MEDIAN HOME VALUE

\$775,000

AVERAGE MONTHLY RENT

2,400

[Website](#)





ABOUT THE JOB

The Executive Director provides overall leadership, strategic direction, and operational oversight for the PSERN Operator. Reporting to the Board of Directors, this role ensures the organization fulfills its mission to provide dependable, mission-critical radio communications for emergency responders throughout King County.

Key responsibilities include:

- Directing daily management of staff, finances, and operations
- Developing policies, procedures, and standards for network performance
- Leading capital and operational budget development
- Overseeing system maintenance, upgrades, and service delivery
- Representing PSERN in regional and regulatory forums

This role requires a leader committed to continuous improvement, technical innovation, and exceptional service to public safety agencies.

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the Department:

- Technical Operations & Network Management
- Administrative & Financial Services
- Customer Service & Support
- Facilities Management

ORGANIZATION QUICKFACTS



EMPLOYEES

24



BUDGET

\$10
MILLION

KEY PROJECTS FOR 2026

- FIFA 2026 World Cup preparedness
- Encryption deployment
- Radio site infrastructure enhancements
- Network and service management improvements

THE IDEAL CANDIDATE

The ideal candidate is a strategic, authentic, and collaborative leader with comprehensive knowledge of public safety communication systems and infrastructure. They are politically astute, fiscally responsible, and bring experience in municipal and county government, public safety operations, human resource management, and project management, including related technologies.

A genuine and authentic builder of teams and relationships, this individual has a proven record of fostering a positive workplace culture built on trust, rapport, and inclusiveness across a diverse workforce.

The ideal candidate is a skilled and relatable communicator who can clearly explain complex technical and operational information to varied audiences, including staff, elected officials, and regional partners.

They will inspire accountability, continuous improvement, and innovation in support of PSERN's mission to enhance public safety communications.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in a technical, scientific, business, or financial field
- Minimum 5 years of experience in a director-level position (or equivalent experience) leading staff responsible for maintenance, operations, upgrades, updates, and repair of public safety information and communications technology and infrastructure
- 5 years managing technology service delivery, budgeting, and capital planning
- Experience supervising represented staff and negotiating collective agreements
- The candidate selected for this position will be required to pass a background investigation and maintain a CJIS clearance

Preferred:

- Senior leadership experience in a public safety or emergency management agency
- Experience managing complex, politically sensitive projects
- Knowledge of 800 MHz RF, microwave, and IP transport systems
- Familiarity with NIMS and ICS frameworks

SALARY & BENEFITS

- **Compensation:** \$224,000 – \$255,000 annually, DOE/DOQ
- **Health Benefits:** Comprehensive medical, dental, vision, and life insurance provided through the Association of Washington Cities (AWC) and Flexible Spending Accounts (FSA/Day Care FSA).
- **Paid Leave:** Variable based on experience, with a minimum of two personal days per year.
- **Retirement:** Participation in the Washington State Public Employees Retirement System (PERS), with optional enrollment in the Deferred Compensation Program (DCP).
- **Additional Perks:**
 - ♦ Cell phone allowance / employer-provided work phone
 - ♦ Flexible scheduling
 - ♦ Professional development support

The PSERN Operator offers a collaborative and mission-driven work environment where employees are empowered to grow and contribute to public safety excellence.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Andy Kancel, Senior Vice President

AndyKancel@GovernmentResource.com | 817-994-6295

The PSERN Operator is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.