# Indian Nations Council of Governments (INCOG)
# EXECUTIVE DIRECTOR

The Indian Nations Council of Governments (INCOG) is seeking its next Executive Director to lead the organization in fostering collaboration and advancing regional initiatives.

Established in 1967, INCOG is one of 11 Councils of Government in the State of Oklahoma and serves the local and tribal governments in the Tulsa metropolitan area, a region of one million people. The counties of Creek, Osage, Rogers, Tulsa, and Wagoner, more than 50 cities and towns within those five counties, and the Cherokee, Muscogee, and Osage Nations are members of the organization. INCOG serves as the Metropolitan Planning Organization (MPO) for transportation planning; the designated Economic Development District; the Area Agency on Aging; and the administrator of a host of local, state, and federal programs.

INCOG provides member organizations with planning and coordination services to assist in creating solutions to local and regional challenges. Areas of focus include comprehensive regional planning, transportation planning, community and economic development, environmental sustainability and energy programs, services for older adults and public safety.

A 56-member Board of Directors, comprised principally of local policy officials from the member governments, sets the overall policy direction for INCOG. The Board of Directors Chair, Vice Chair, Secretary, Treasurer, and five other members serve on the Executive Committee. The next Executive Director will be appointed by the Board of Directors upon the recommendation of the Executive Committee.

The Executive Director is the Chief Executive Officer (CEO) of INCOG and oversees a dedicated team of 50 employees across various divisions. The Executive Director appoints all employees, prepares and administers the annual budget, and performs other duties as the Board may require. The ideal candidate for this position possesses strong leadership skills, a commitment to public service, a passion for enhancing the quality of life in the Tulsa region, and a strong knowledge of an array of federal and state grant programs.

The INCOG's CEO, the Executive Director, is expected to:

- Provide visionary leadership and strategic direction for INCOG.
- Supervise division heads and ensure effective operations across all departments.
- Foster a positive organizational culture that promotes teamwork, innovation, and professional development.
- Foster intergovernmental coordination, collaboration, and cooperation in the region.
- Develop and implement strategic plans to address regional challenges and opportunities.
- Collaborate with stakeholders including local governments, tribal nations, independent agencies, non-profits, and community organizations to align initiatives with regional goals.
- Manage the organization's budget process and financial resources ensuring fiscal responsibility and transparency.
- Identify funding opportunities and oversee grant applications to support regional projects.
- Advocate for regional priorities and represent INCOG in meetings with local, state, and federal government officials, community leaders, and stakeholders.

- Monitor and influence policy developments at the local, state, and federal levels.
- Build and maintain strong relationships with policy officials, community members and stakeholders to enhance collaboration and participation in INCOG initiatives.
- Promote awareness of INCOG's programs and services within the community.

**Position Qualifications**

- A Bachelor's degree in Public Administration, Planning, Political Science, Business Administration, or a closely related field is required. (Master's degree preferred)
- Must also have at least seven (7) years of experience in a leadership role within government, non-profit, or regional planning organizations. Experience must include budget management and oversight.
- Must possess a strong understanding of regional planning, transportation, environmental policy, and community development.
- Must possess proven ability to manage diverse teams and foster an inclusive work environment.
- Critical abilities include excellent communication, negotiation, and interpersonal skills.
- Ability to work collaboratively with a wide range of stakeholders.
- Demonstrated capacity to manage employees in a large public sector agency.

**Salary and Benefits**

The expected hiring range for the position is $180,000 to $190,000 based on qualifications and experience. INCOG provides excellent employee benefits including generous paid time off, medical, dental, vision, a flexible spending account, life, short and long-term disability, AD/D insurance, municipal employees' retirement benefits, optional deferred compensation, a tuition waiver program and more.

**Additional Information**

For more information about INCOG and the position, please click ***here***.

**To Apply**

The recruitment will remain open until the position is filled. The first review of resumes is scheduled for **Friday, February 13, 2026**.

Interested individuals are encouraged to submit a current resume and cover letter with salary expectations without delay to:


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**ELECTRONIC SUBMISSIONS ARE REQUIRED.**

***The Indian Nations Council of Governments is an Equal Opportunity Employer***