



Nature  
HISTORY  
Discovery

## OPRD MISSION:

*To provide and protect outstanding natural, scenic, cultural, historic and recreational sites for the enjoyment and education of present and future generations.*

# OPRD EXECUTIVE RECRUITMENT

## Agency Director

### THE POSITION

Oregon Parks and Recreation Department (OPRD) is conducting an executive search for a highly skilled leader to serve as the agency's Director. This position is appointed by and serves at the pleasure of a seven-member commission appointed by the Governor.

### THE AGENCY

OPRD is the state's outdoor recreation advocate, responsible for a park system composed of 105,000-plus acres across more than 360 properties. It also manages and protects other natural, scenic, historic, and recreational properties, and operates programs such as the Scenic Waterways, Recreational Trails, All-Terrain Vehicles, and Ocean Shores. The latter encompasses management and regulation of 362 miles of ocean shoreline, all owned by the people of Oregon and protected from development.

The agency also administers several substantial grant programs that infuse local communities with dollars for recreational properties and park improvements. OPRD is home to the State Historic Preservation Office, and works with a number of commissions and advisory committees related to historic preservation, and cultural and archeological heritage.

The agency's headquarters are in Salem, Oregon, with field offices in several dozen locations across the state. OPRD employs approximately 865 permanent and seasonal full-time employees (about 600 fulltime equivalents) and has a biennial budget of approximately \$209 million. OPRD also benefits from the services of more than 30,000 volunteers, corrections crews, and other staffing resources. About 40 million day use visitors—usually in the top five nationally—and 2 million overnight campers—in the top 10 nationally—come to our parks every year. More information is available at [www.oregon.gov/OPRD](http://www.oregon.gov/OPRD).

### DIRECTOR DUTIES

- Works with the Commission to provide leadership and direction for the agency. Oversees the development of long-range plans and short-range goals.
- Meets with legislative members and the public individually and in formal public meetings, to provide information, and solicit comments and views about agency decisions.
- Is the State Historic Preservation Officer, leading OPRD's Heritage Conservation Division.
- Provides policy direction to staff to implement Commission-adopted goals.
- Serves as a member of the Governor's Natural Resources Cabinet, and works with other state agencies to ensure understanding and consistency of programs across agency lines.
- Oversees coordination with heads of federal agencies and tribal governments to develop cooperative programs.

## DESIRED ATTRIBUTES

The successful candidate must have extensive management experience within a public or private organization responsible for the operation of a complex system including parks, historic places, or natural resources.

The candidate we are seeking is:

- An innovative, creative leader with integrity, and who has passion and conviction for the agency and its mission;
- Skilled in articulating the Commission's vision for conservation, stewardship and management of Oregon's special natural, recreational, scenic, and historic places;
- Demonstrated skill in working collaboratively with many and disparate stakeholders, many of whom hold competing viewpoints, to bring heritage and outdoor recreation services to a diverse spectrum of Oregon citizens;
- Able to work closely with the Governor's office and the Legislature as an active advocate to address the full range of recreation and heritage needs in every Oregon community as the state faces long-term financial challenges.

The ideal candidate would have a Bachelor's degree in Parks and Recreation, Public Administration or a related field, plus extensive experience in natural, historic, recreation or public agency executive management.

## SALARY AND BENEFITS

This is an Executive Service position, appointed by the Oregon State Parks and Recreation Commission to four year terms, with a salary range of \$89,256 to \$131,688 annually. The Commission may reappoint the director as needed to additional terms. The State of Oregon provides an attractive, cafeteria style benefit plan that includes an employer contribution toward a variety of medical, dental and vision plans, options for life insurance, disability insurance, and a retirement plan.

## HOW TO APPLY

Please refer to the full job announcement at <http://tinyurl.com/oprd-director-announcement> for the application materials.

Questions may be directed to:

Susan Kirschenmann, Oregon Parks and Recreation Department  
725 Summer St. NE, Suite C, Salem OR 97301-1271, 503-986-0662

ADA/EEO Employer

## TENTATIVE SCHEDULE:

This recruitment will be open until applications from a sufficient number of qualified candidates are received.

Recruitment Opens: December 9, 2013

Recruitment Closes: January 10, 2014

Initial Interviews: February 2-3, 2014

Park Tours and Department Program Presentations: February 17-18, 2014

Final Interviews: February 19, 2014\*

Final Selection: February 21, 2014\*

\* Subject to change

## CENTENNIAL HORIZON

The Oregon State Parks and Recreation Commission guides the agency by defining and affirming the core values upon which the department's business is conducted, and by overseeing the long-term, fundamental direction of the department. The Centennial Horizon vision document, which guides the department to the 100th anniversary of the state park system, represents that direction.

**1:** Save Oregon's Special Places

**2:** Connect People to Meaningful Outdoor Experiences

**3:** Take the Long View

**4:** Engage People Through Education and Outreach

**5:** Build the State Park System with Purpose and Vision

**6:** Attract and Inspire Partners

**7:** Prioritize Based on the Vision

**8:** Oregon's Parks will be Tended by People Who Love Their Work