

*As edited and approved by the Oregon Environmental Quality Commission on Aug. 24, 2022  
(incorporates changes)*

## **Recommended Criteria**

### **MINIMUM QUALIFICATIONS**

- At least eight years of management experience, with at least five years of senior management experience in a public or private organization, and with a demonstration of increasing responsibility over that time.
- An advanced degree, or equivalent experience, in a field related to the environment, natural resources, public administration or an associated subject area.
- Demonstrated commitment to the protection of the environment and public health.

### **REQUIRED SKILLS**

- A strong vision for the most important environmental issues facing Oregonians today, and how to improve upon those issues over the next five years.
- Demonstrated leadership and commitment in advancing diversity, equity, and inclusion.
- Understanding of the principles of environmental justice.
- Ability and experience in inclusive leadership, including the ability to lead and work with a team of skilled, diverse, and motivated colleagues.
- Ability and experience in working collaboratively with fellow state, federal, local, and tribal leaders, both to build strong working relationships and to advance environmental protection.
- Strong ability to communicate verbally and in writing with diverse audiences, including staff, regulated entities, and community members.
- Familiarity with preparation and execution of budgets.
- Familiarity with development of legislation, program rules and policies.
- Strong knowledge of and experience in the implementation of federal and/or state environmental laws and policy
- Commitment to travel to different parts of the state and build relationships.
- Patience, perseverance, integrity and empathy.

### **DESIRED ATTRIBUTES**

- Experience and commitment to strong enforcement of environmental laws.
- Understanding of or experience in working with labor unions, particularly in a government setting.
- Familiarity with the principles and structure of the Incident Command System.
- The ability to critically analyze and appreciate the positions of internal staff, advocates, and industry.
- Demonstrated experience (or understanding) of navigating divisive public policy issues or rulemakings.
- Ability to foster interagency collaboration.
- A record of assessing regulatory proposals against the resulting public benefit and the challenges of implementation for both the regulator and regulated entities.
- The ability to set tone and direction for senior leadership at DEQ and hold them accountable.
- Experience with applying principles of environmental justice and empowering community members to influence or change government policy decisions
- Experience with or knowledge of means beyond traditional regulatory pathways for achieving ecological stewardship and social justice.
- A solid understanding of what is and is not realistic for regulated entities.

- Strong ability and experience in working with regulated entities.
- Understanding of or experience of reporting to an elected or politically appointed board.
- Experience leading and inspiring diverse staff and fostering an inclusive culture of belonging.
- Experience managing or providing leadership within a matrixed-style organization or within a hierarchical setting similar to Oregon state government or DEQ's organizational structure of varied programs in varied locations.
- Experience working with varied communities in urban and rural settings, as well as with tribal nations.
- Demonstrated experience navigating divisive public policy issues.
- The ability and/or lived experience to understand and fully engage with the diverse people and communities of Oregon, especially those who have been historically marginalized by state and federal policies, along with an understanding of dominant culture behaviors and values.
- The ability to appreciate and lead within an organization that is on the precipice of transformational change - a change that could be defined by inclusivity, equity, and kindness.
- Skills both at delegating, and in leading collaborative efforts.
- Ability to advocate effectively for actions that advance the mission of the agency before elected and appointed officials at the state and federal levels.
- Experience in an executive level position that included legislative and rulemaking processes.
- Emotional intelligence.
- Commitment to accessibility and responsiveness to stakeholders and partners.