

Request for public comment: Draft minimum qualifications, required skills and desired attributes for hiring the next Director of the Oregon Department of Environmental Quality

There are times when organizations have a special combination of a talented and motivated staff, engaged leadership, and healthy change and innovation. The Oregon Department of Environmental Quality is at one of those times, and it's exciting. The current Director of the agency recently announced that he is retiring at the end of this year, and the Environmental Quality Commission (which leads the agency and hires the director) is looking for a new director to continue the momentum and help finish moving the agency into a new era. As part of the hiring process, the commission is seeking public comment on the minimum qualifications, required skills and desired attributes for the position. An initial draft of the hiring criteria is presented below.

If you have suggestion for additions, deletions or changes to the criteria, please send your comments and responses by email by 4 p.m. on August 12, 2022 to: recruitment2022@deq.oregon.gov. Your comments will be considered, and the commission will finalize the hiring criteria at a special meeting on August 24, 2022. Public notice for that meeting will be sent separately in mid-August.

Thank you for your consideration and engagement as the commission prepares to hire the next DEQ Director for Oregon.

DRAFT MINIMUM QUALIFICATIONS

- At least 10 years of management experience, with at least six 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 of study related to the environment, natural resources, public administration or a related field.
- Demonstrated commitment to the protection of the environment and/or public health.

DRAFT REQUIRED SKILLS

- Demonstrated leadership and commitment in advancing diversity, equity and inclusion.
- Knowledge of the principles of environmental justice. Strong ability and experience in inclusive leadership, including the ability to lead and work with a team of skilled, diverse and motivated professionals.
- Strong 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.
- Ability and experience in working with regulated businesses and other regulated entities.

- Strong ability to communicate verbally and in writing with diverse audiences, including staff.
- General familiarity with preparation and execution of budgets.
- General familiarity with development of legislation, program rules and policies.

DRAFT DESIRED ATTRIBUTES

- 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 within a matrixed-style organization or within a hierarchical setting similar to Oregon state government and DEQ organizational structure
- Experience working with varied communities in urban and rural settings, as well as with tribal nations.
- General understanding of federal environmental laws and programs.
- 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.
- Experience providing leadership for a large, complex matrix organization with varied programs in varied locations.
- Ability to advocate effectively for actions that advance the mission of the agency before elected and appointed officials at the state and federal levels.
- Ability to represent the agency before the legislature.
- Experience in an executive level position that included legislative and rulemaking processes.
- Willingness to travel to different parts of the state and build relationships.
- Patience, perseverance, and integrity.
- Emotional intelligence.