

## Job Announcement – Department of State Lands Director

### **Your New Role – Director, Oregon Department of State Lands!**

Are you a dynamic leader experienced in natural resource management and passionate about helping communities thrive through stewardship of lands, wetlands, waterways, and research? Apply to be the next Director of the Oregon Department of State Lands (DSL) by March 30th, 2025!

DSL's Director is responsible for all agency activities. Those very diverse activities include managing the lands provided at statehood to help fund public education through the \$2.3 billion Common School Fund, overseeing Oregon-owned waterways, protecting wetlands and waters of the state through Oregon's removal-fill and wetlands conservation laws, and increasing understanding of estuaries and forests at South Slough Reserve and the Elliott State Research Forest. The Director is hired by and directly reports to the State Land Board, which consists of the three top elected officials of the state – Oregon's Governor, Secretary of State and State Treasurer.

**Make a Difference for Oregon.** Our stewardship ensures vital natural and financial resources contribute to a vibrant, healthy Oregon now and forever. The DSL team makes a difference for Oregonians every day. As our Director, you will too.

For a full review of the position duties and details, please [click here](#).

### **Minimum Qualifications Required:**

- Five (5) years of experience in natural resource management, operations management, and/or strategic planning, including senior management experience\*;  
**OR**
- Two (2) years of experience in natural resource management, operations management, and/or strategic planning including senior management experience\*; **AND** a bachelor's degree in public administration, business management, political science, or other related degree.

\*Senior management experience may include but is not limited to: experience at the VP or chief level; and/or senior director, head or GM at a Fortune 500 company, with experience leading senior leadership teams that lead leaders, not just individual contributors.

### **Desired Attributes:**

The Oregon Department of State Lands is committed to seeking and sustaining a culturally, racially, ethnically, and linguistically diverse working environment. DSL hires staff interested in supporting environmental justice by including communities traditionally underrepresented in public processes. **We encourage members of these communities to apply, even if they do not meet 100% of the desired attributes.** DSL understands an authentic focus on equity, diversity,

and inclusion in the workplace will in turn create a workforce aligned to meet the challenge of serving all Oregonians.

- Demonstrated strategic and visionary leadership that is big-picture oriented, while recognizing the importance of details in our day-to-day work for Oregon.
- Extensive experience leading a dynamic and diverse organization, including a union-represented workforce.
- Extensive natural resource agency management experience, including developing policies, rules, and statutes relevant to ownership or regulation of state lands and waters.
- Knowledge of state and federal environmental laws and policy.
- Ability to collaborate with local, state, and Tribal governments to effectively advance the Land Board's goals and initiatives.
- Proven commitment to government-to-government relations with federally recognized Tribal governments and deep understanding of the important relationship Oregon's nine federally recognized Tribal governments have with the Department's mission and management responsibilities.
- Experience incorporating public engagement into policy and day-to-day practices to ensure meaningful opportunities for participation and access to services and information, and a demonstrated track record of continuously seeking to improve participation and involvement.
- Ability to convene people of varying and often opposing viewpoints to find solutions or seek opportunities.
- Demonstrated experience partnering with government agencies, interested parties, Tribes, communities large and small, organizations, businesses, non-profit Friends groups, and groups underrepresented in government decision-making.
- Ability to make well-informed decisions on complex issues with consideration of how multiple interests may be affected, such as those of other state agencies, local governments, Tribes, property owners, and the broader community.
- Commitment to ensuring equitable delivery of services to Oregon.
- Excellent spoken and written communication and presentation skills, including ability to communicate clearly and effectively in high-pressure situations and identify an audience's needs and tailor information accordingly.
- Values diversity, equity and inclusion initiatives and is committed to developing an inclusive workforce to serve all Oregonians.
- Demonstrated leadership skills with the confidence to seek out the expertise of the DSL team to listen and respect the unique needs of both office and field staff.
- Experience leading in public service with a focus on work-life balance where all employees are supported and thriving.

**Desired Qualities:**

- A genuine, approachable, confident, unflappable leader.

- Someone whose respect for the DSL Team and the people we work with and serve, and appreciation for the natural and working landscapes we protect, is evident in both their actions and words.
- Highly ethical, transparent, and committed to the tenets of “good governance” in a public agency setting.
- Views meaningful public engagement as an essential to government decision-making.
- Proactive approach to resolving complex or emerging issues, proven ability to drive progress and maintain urgency within a thoughtful, inclusive decision-making framework.
- Demonstrated skill in advising and working with elected officials and other decision-makers.

### **Application Details and Instructions**

- Please visit the [State of Oregon job opportunities webpage](#) to submit your application for the position. Please ensure the work history in your applicant profile is up to date and include a current copy of your **resume and cover letter**. Your cover letter should clearly demonstrate how your experience and training relates to the qualities that you have under the “Desired Attributes” section above.
- This announcement is for one (1), Executive Service, full-time, permanent, Agency Head 5; This recruitment may be used to fill future vacancies
- If you have questions about the job announcement, or how to apply, please contact the Executive Recruiter Tricarico Schwartz at: [Tricarico.schwartz@dsl.oregon.gov](mailto:Tricarico.schwartz@dsl.oregon.gov) | 971-304-9881

### **The Benefits of Joining Our Team**

The team at the Department of State Lands focuses closely on collaboration to support fellow teammates, while ensuring safety and looking for ways to innovate. Additional benefits include:

- Join an organization with collaborative and engaged coworkers who care about Oregon’s economy, environment, and communities, and their coworkers.
- Gain full benefits with **95% to 99% of medical insurance premiums paid** by the agency for full-time employees, including mental health coverage.
- Accrue X hours of sick leave and X hours of vacation leave per month, with your vacation leave accruals increasing every 5 years.
- Receive 11 paid holidays, 1 floating holiday, 3 personal business days and other employee benefits such as optional insurances and flexible spending plans.
- Automatically enroll into the [Public Employees Retirement System \(PERS\) after 6 months of full-time service.](#)
- Earn the initial monthly salary range for this position starting at **\$11,539.00- \$17,867.00** for employees new to public service; current PERS employees start at **\$12,342.00- \$19,111.00**.
- Salary offers are made with consideration of the candidate’s education and experience. Visit our [Pay Equity](#) and [Classification and Compensation](#) pages for more details.

**Additional Details:**

- The information in your application will be used to complete an equal pay assessment to determine salary placement upon hire. Please see the link here to our [Pay Equity Project](#). If you have additional questions, please contact the HR Talent Acquisition Consultant.
- Finalists will be subject to a computerized criminal history check including a fingerprint background check for any convictions directly related to duties and responsibilities. Only job-related convictions will be considered and will not automatically disqualify the candidate.
- Agency does not offer visa sponsorship. Within three days of hire, applicants will be required to complete I-9 documentation and confirm authorization to work in the United States. If your employment authorization and documentation is contingent on sponsorship now or in the future, you will not meet Agency employment eligibility standards
- Eligible veterans who meet the qualifications will be given veterans' preference. For more information, please visit [Veterans Resources](#).

**Helpful Links & Resources**

[Oregon Job Opportunities Webpage](#) | [How to Set Job Alerts](#)  
[Workday Applicant FAQ](#) | [What You Need to Know to Get the Job](#)  
[Veterans Resources](#)