



## OREGON ZOO DIRECTOR

### *Recruitment Announcement*

### About the Oregon Zoo

Community supported since 1888, the Oregon Zoo provides exceptional experiences to guests to inspire them to create a better future for wildlife. From education programs to on-the-ground conservation efforts, the zoo is working to save species regionally and worldwide. With more than 1.5 million guests a year, the Oregon Zoo is the top paid cultural attraction in the Pacific Northwest.

The 64-acre zoo is located in Portland, a city and surrounding metropolitan area of more than 2.4 million people.

The zoo's annual operating budget is derived from a tax base through Metro, the Portland-area regional government that is the zoo's governing body, plus zoo admissions, concessions, events, education programs, and grants. The Oregon Zoo Foundation, the zoo's philanthropic partner, is leading fundraising efforts to support the critical needs of the zoo during its limited-capacity reopening and the plays an integral role in supporting the zoo's animal welfare, conservation and education programs.

### Animals of the Oregon Zoo

2,585 individual animals represent 215 species or subspecies of birds, mammals, reptiles, amphibians, fish and invertebrates. 15 endangered species and 7 threatened species live at the zoo. The zoo is active in 62 Species Survival Plans.

### Plants of the Oregon Zoo

Native plants of the Pacific Northwest's temperate rainforests have been cultivated to create naturalistic exhibits, pathways and vistas within the zoo. More than 1,000 species of exotic plants thrive in the zoo's botanical gardens, including firebird heliconia, pelican flower and ground orchid.

The Oregon Zoo is a member of Association of Zoos and Aquariums and meets the high standards of AZA accreditation.





## About the Position

The Oregon Zoo Director reports to the General Manager of Metro Visitor Venues and provides strategic and operational direction and goals for the zoo and staff. This position establishes and maintains effective communications with the Metro COO, the Oregon Zoo Foundation, zoo executive management team, Metro senior leadership and Metro Council regarding the Oregon Zoo's direction, performance and progress of programs and projects. In addition, the

Director determines and sets strategic direction; developing policies and establishing priorities that align with key metrics and long-term goals and strategic initiatives for both Metro and the Oregon Zoo.

The Director oversees and supports the Oregon Zoo's implementation of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion and promotes respect for diversity, equity and inclusion as a key organizational value through leadership and decision making processes.

The Zoo staff size has fluctuated as a result of COVID-19. There are currently 235 employees with anticipation the staff size will increase steadily as COVID restrictions ease. The operating budget is now \$35 million and will scale up post-COVID, which were previously \$50 million annually.

This position works cooperatively with the Oregon Zoo Foundation and its Director to provide an overarching vision that promotes creating a better future for wildlife.

*Additional responsibilities of the Zoo Director include:*

- Directs the planning and development of a comprehensive system plan for the portfolio of the Oregon Zoo's care, conservation and connections; as well as facilities, guest services, communications & marketing, and finances.
- Develops and maintains partnerships through a transparent and collaborative approach with other Metro executive members as well as Oregon Zoo leadership, management and line staff.
- Collaborates with union partners with a solutions focused approach. Strives to address issues and works to instill mutual respect and trust.
- Develops and maintains relationships with stakeholders and donors, especially the Oregon Zoo Foundation and its board.
- Represents the Oregon Zoo and Metro to media and agencies.
- Represents the zoo to Association of Zoos and Aquariums
- Participates in fundraising activities with the Oregon Zoo Foundation.
- Helps curate and attends community & business outreach , special events and business development events.
- Provide support to staff who initiate grants initiatives that directly support the Oregon Zoo's day to day and long term portfolio and financial goals.

## The Ideal Candidate

The next Zoo Director must have demonstrated leadership skills and set a standard by intellectually and emotionally engaging people at all levels – from staff and foundation board members to community partners and the public. For this important role the Metro seeks a dynamic, highly credible, unifying leader who is deeply committed to the success of the Oregon Zoo and is a strategic big-picture thinker.

The next Director must be eager to make a personal investment in the long-term success of the Oregon Zoo. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.

## Performance Dimensions

### LEADERSHIP:

- *Lead courageously:* Continuously build and defend the strength, reputation, and image of the Oregon Zoo. Engage, motivate, and inspire staff around shared vision and mission. Demonstrate principled leadership, personal courage and decisiveness.
- *Build talent pools:* Hire, mentor, develop, and manage staff. Continue to build and reinforce a cohesive, dedicated, highly effective team.
- *Racial equity:* Experience building strong relationships with marginalized communities. The ability to develop, articulate, and promote goals for the Oregon Zoo that are inclusive and supportive of diversity, equity, and inclusion.
- *Foster collaboration:* Provide the tools, systems and resources that create a supportive environment for working as a team.
- *Strive for results:* Set high standards of performance, be bold.

### COMMUNICATION:

- *Inspire trust:* Communicate honestly, be trustworthy and consistent, follow through on commitments, and create an atmosphere of integrity, marked by fair, respectful behavior.
- *Speak and write effectively:* Explain direction and ideas with conviction in all settings; formal presentations, one-on-one and small and large meetings.
- *Listen:* Actively listen to Metro leadership, staff, Zoo foundation and stakeholders.
- *Promote open communication:* Maintain an environment where communication is open and direct, encouraged, rewarded and relevant.
- *Marshal support:* Coordinate and cooperate with members and groups having divergent viewpoints and needs. Help them find common ground.



**CONSTITUENT RELATIONS AND COLLABORATION:**

- *Drive effective external communications:* Develop and nurture mission- critical relationships with community partners; business and civic leaders; political leaders and the media.
- *Build consensus:* Collaborate, facilitate and develop relationships.

**STRATEGIC PLANNING:**

- *Provide visionary insight:* Be able to translate big picture vision and goals into both

long and short-range plans that are comprehensive, realistic and effective. Identify key opportunities resulting from the intersection of external events (political, social, economic, demographic, environmental) to develop and strengthen the Oregon Zoo.

- *Manage change:* Oversee the change management process, including successful communication strategies, involving others in the implementation of change and monitoring and reinforcing

process and success. Create a work environment that encourages original and innovative solutions.

- *Fearless commitment to vision:* Create and communicate a vision that is aligned with the strategy and direction of the Oregon Zoo. Clarify other's involvement in the vision, inspiring a sense of energy and ownership, creating a culture of high performance, diversity and recognizing the efforts of others.



**Desirable Qualifications**

A Bachelor's degree and at least seven years of progressively responsible leadership experience in one or more of the following fields: conservation, fundraising, Zoo or aquarium management.

# APPLICATION PROCESS

Persons interested in this position should submit the following information:

- A cover letter
- A current resume

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at [www.karrasconsulting.net](http://www.karrasconsulting.net) no later than June 7th, 2021

Metro is committed to upholding and promoting equal opportunity in employment. The Council encourages people of all backgrounds, cultures and religions to apply, including veterans, people of color, immigrants, refugees, women, LGBTQ, and people with disabilities. We know that a diverse workforce is a strong workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

## Compensation

The annual salary range for this position is \$217K-\$299K depending on experience. Benefits are among the best in the region and includes comprehensive medical, dental, vision and life insurance, public employee retirement system contributions, holiday and leave time.

