



Multnomah County **CHIEF OPERATING OFFICER** *Recruitment Announcement*

About Multnomah County

Every day, Multnomah County's dedicated employees and partners work to make our community safer, our kids healthier and our neighbors more secure. We have a lot of work to do together. More than a third of Multnomah County families struggle to meet their basic needs. Against that backdrop, Multnomah County is a grounding force that has the people, the power and the values to make a difference for those in the most need.



Our scope of work is vast. We are the largest safety net provider in Oregon for primary health and dental care, lead the crisis system of care for behavioral health, operate one of the busiest and most beloved library systems in the country, maintain six bridges central to the Portland Metro area plus 20 smaller spans, provide the law enforcement for unincorporated areas, and the prosecution and detention services for all the County. We lead in a crisis, responding to everything from public health emergencies to dangerous wildfire smoke to opening emergency shelters during extreme weather.



We are Oregon's smallest, but most densely populated county, stretching south of the Columbia River from the National Scenic Area of the Columbia River Gorge to Portland's West Hills. We are home to eight economically and culturally diverse cities, including Portland.

Multnomah County is also one of the region's most reliable and powerful economic engines, driving \$4 billion a year through the region. The County partners with hundreds of agencies and nonprofits to prioritize those most in need and promote a healthy, safe and prosperous community for all.

The Multnomah County Chair is the chief executive, elected at large. She is joined by a Board

of County Commissioners, consisting of four non-partisan members elected from designated districts who serve as a legislative body. The County Sheriff, District Attorney and Auditor round out the slate of elected officials.

Interdependence runs through this work. The County depends on community members and the community, on the County. The County strives to have a workforce that reflects and deeply relates to people living here. The nurturing of this connection, enriched by diversity and cared for with intention, creates a fruitful place where all can flourish and lead productive lives.

About the Position

The Chief Operating Officer (COO) leads a diverse workforce of more than 5,600 FTE serving 800,000 residents. The COO is the operational leader of the organization, providing strategic leadership to advance the mission of Oregon's largest safety-net provider. Under the direction of the Chair and in consultation with the Board of County Commissioners, the COO is responsible for directing and coordinating county operations in keeping with Multnomah County's values of: accountability; social and environmental justice; inclusively leading with race; equity and inclusion; and safety and well-being. The COO guides and supports the County's senior leaders to ensure the effective administration, financial management, and operational consistency of the County.

The Multnomah County COO is held to a high standard for employee and community relations and is responsible for ensuring an organization-wide commitment to maintaining an effective, respectful and inclusive workplace. The COO collaborates with internal and external partners and stakeholders to advance equity, diversity and inclusion as a shared value throughout the organization.

The COO plays a significant role in advancing racial equity in Multnomah County. Multnomah County has adopted a comprehensive Workforce Equity Strategic Plan. Implementing this plan is a big part of Multnomah County's internal work. The stronger and more equitable the organization becomes, the better the County is able to serve its increasingly diverse community. People of color represent a growing share of the area's population. While communities of color help foster innovation and economic vibrancy, they also experience worse

outcomes in every indicator of social well-being. It is vital that Multnomah County advances policies, practices, programs and activities to better serve people of color and to ensure that the County's workforce is representative of the people it serves. This effort contributes to the County's overall economy, health and quality life.

Multnomah County recently implemented a strategic restructuring within the Chief Operating Officer's (COO) office to enhance leadership effectiveness. With the creation of three Deputy COO position and a Director of Strategic Initiatives position, reporting directly to the COO, the County is poised to strengthen operational oversight while empowering the next COO to focus on high-level strategic leadership. This new structure allows the COO to stay out of day-to-day operational tasks, relying on a strong, capable team for operational execution.



Other responsibilities of the COO include:

- Direct and coordinate, under the direction of the Chair, the daily management of county government
- Act as liaison between the Board of Commissioners, departments, elected officials, the public, and federal, state, and local agencies; facilitate resolution of intergovernmental issues and matters
- Supervise senior leaders responsible for key operational infrastructure. Facilitate regular meetings of high-level county leadership to ensure consistent and collaborative development and implementation of county operational practices
- Oversee the work of the new Director of Strategic Initiatives to empower the county to build a more responsive, future-ready government through the creation of the SPARK Unit (Strategic Planning, Performance, Agility, Reinvention, and Knowledge). SPARK will be the catalyst for countywide transformation, driving strategic focus and continuous improvement.
- Serve as the senior advisor to the Board on administrative, operational, legislative, fiscal, and public affairs
- Evaluate and implement sustainable business procedures to manage countywide costs and improve operational efficiencies
- Develop and implement operating policies and procedures; review performance indicators and monitor performance against key metrics;
- Respond to and help resolve confidential and sensitive inquiries
- Ensure a safe and equitable working environment for a diverse employee population
- Champion and move forward, at the highest levels, the County's Workforce Equity Strategic Plan; ensure that the county's operational designs and practices are centered on equity and designed to better serve people of color both inside and outside of the organization. Direct the Department of County Management's activities under the Workforce Equity Strategic Plan
- Represent the county in public spaces, among elected officials, labor, other agencies, and organizations including making presentations, participating in meetings, and special projects.



The Ideal Candidate

Multnomah County is looking for a seasoned, dynamic leader who has a passion for progressive public policy and a deep commitment to public service and community. The ideal candidate must be skilled at guiding a talented and highly dedicated staff who are passionate about the impact they make on the quality of life in the County and advance Multnomah County's core mission as well as its vision for the County. The new COO must be effective in building strong relationships and trust. The COO will be a strategic big-picture thinker, who is skilled at creating systems to make organizations operate effectively and developing and implementing strategies based on data-driven decisions and actionable metrics.

The COO must be adept at providing direction that champions Multnomah County's values, strategies and objectives especially as they relate to racial equity, diversity and inclusion. The ideal candidate will bring demonstrated experience and leadership skills in advancing racial equity, diversity and inclusion efforts, both internally and externally in their organizations. The COO should be well versed in the complexities of the County's issues in order to effectively lead a responsive organization.

The successful candidate must bring an ability to lead in times of change and facilitate the County's

ongoing transformation to a more inclusive and effective organization. The successful candidate will be capable of defining and analyzing complex functions including operations, enterprise, finance, budget, planning, regulatory and other public services and demonstrates a high comfort level with controversial and sensitive issues that come with implementation of County-level initiatives. This position requires excellent problem-solving skills and an ability to seek solutions that achieve results. Candidates should bring strengths in both external relations and high-level internal management, with an ability to balance the two.

Desirable Qualifications

A Bachelor's degree and a minimum of ten years of progressively responsible leadership experience with responsibility for a sizable staff represented by labor, policy development, facilitation, strategic planning, budgeting, human resource management, collaborative culture building and operational planning.

At least five years of experience working with elected officials.

Any combination of education and experience that provides the necessary knowledge, skills, and abilities to perform the job duties and responsibilities.





About the Area

Multnomah County Oregon has a diverse population exceeding 800,000, covering an area of over 465 square miles. Although the county's beautiful and progressive city of Portland has the cultural and recreational opportunities of a large city, it has the heart of a small town. In addition to Portland, Multnomah County encompasses cities such as Fairview, Gresham, Maywood Park, Troutdale, and Wood Village. Portland is just thirty minutes from the Cascade Mountains, with hiking, world-class ski resorts, camping and fishing. Travel one-hour west to find some of the most dramatic and pristine beaches on the west coast. Portland lies in the marine west coast climate region, marked by warm, dry summers and rainy but mild winters. Portland is a foodie's dream, with regional cuisine featuring microbreweries and micro distilleries, local wine, seafood, and produce; along with one of the country's largest food cart scenes. Classical music, ballet and our art museum live comfortably alongside vibrant contemporary art and jazz music scenes. Portland is a reader's paradise - our libraries boast the largest circulation in the country and bookstores abound. Sauvie Island, an agricultural and scenic wildlife preserve, has some of the region's best produce, including Oregon's famous berries. Portland has been referred to as one of the most environmentally friendly or "green" cities in the world. The city and region are noted for strong land-use planning and investment in light rail, supported by Multnomah County, a distinctive regional government.

APPLICATION PROCESS

Persons interested in this position should submit the following information:

- A cover letter describing your interest in and qualifications for the position
- 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 karrasconsulting.net by November 18, 2024.

Total Compensation

The annual salary range for this position is \$307K-\$317K. Multnomah County is an excellent employer offering an outstanding benefit package including health, dental, disability and life insurance; defined benefit pension; 6% of salary contribution to retirement paid by the County; work-life balance; annual public transit pass; vacation and sick leave. For more information about Multnomah County benefits please visit: <http://web.multco.us/benefits/new-hire-benefits>

Multnomah County is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

If you are a veteran and want to apply for veterans' preference, please include a statement in your cover letter that you are a veteran AND submit a copy of your DD214 or DD215 or other documentation with your application packet by the closing date. Veterans' preference cannot be honored for this recruitment without it.

