



Multnomah County **DEPUTY COO** *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 with the greatest 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.

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.



The Deputy COO will have responsibility for overseeing the work of the Department of County Human Services Department (DCHS), the Libraries, Emergency Management (EM) and the Homeless Services Department (HSD).

- Multnomah County has a diverse workforce of more than 5,600 FTE serving 800,000 residents.
- The Deputy COO performs executive and strategic duties supporting the Chief Operating Officer with the administration and direction of county operations, acts as a key advisor, and through subordinate leaders directs the functions of assigned departments.
- The Deputy COO also serves as a member of the executive team, responsible for shaping and realizing the County's vision, mission, and values.
- The Deputy COO performs highly analytical, financial, and administrative services involving a variety of disciplines, which include policy analysis and operating procedures; strategic planning; management of department directors; team project management; organizational development; public budget and finance; data analysis; community engagement; and provide oversight for assigned departments.
- Under the direction of the COO, the Deputy COO is responsible for coordinating county operations by guiding and supporting the County's senior leaders to ensure the effective administration, financial management, and operational consistency of the County.
- The Deputy COO also plays a significant role in advancing racial equity in Multnomah County. While communities of color help foster innovation and economic vibrancy, they also experience worse outcomes in every indicator of social well-being. It is imperative to the County's economy and quality of life, as well as Multnomah County's effectiveness as a public service provider, 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.



Other responsibilities of the Deputy COO include:

- Directly overseeing the assigned portfolio of departments (DCHS, HSD, Libraries, and Emergency Management).
- Supervise department directors and division managers; evaluate the performance of assigned staff; collaborate with departments and agencies to plan effective operations and make major personnel and budget decisions. Manage and promote cross-departmental coordination, reinforcing synergies between departments and ensuring all departments work together effectively.
- Evaluate and implement sustainable business procedures to manage Countywide costs and improve operational efficiencies.
- Ensure a safe and equitable working environment for a diverse employee population.
- Prepare, develop, and implement strategic plans and objectives in support of County goals.
- Develop and implement operating policies and procedures; review performance indicators and monitor performance against key metrics; identify needs and propose recommendations for increased public services and resources; coordinate intergovernmental projects and legislative priorities with federal, state, and local jurisdictions and agencies; facilitate resolution of intergovernmental issues and matters.
- 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.
- Advocate and provide support to all department heads with organizational change management initiatives. Plans, organizes, and directs major assigned activities, including change management for assigned departments.
- Participate in the annual Countywide budget process, production of budget, and financial reports. Review and analyze department budgets and develop recommendations.
- In alignment with and when requested by the COO, serve as a highly visible member of Multnomah County leadership. Respond to questions from the Chair and Board of County Commissioners and the media. Facilitate cross-departmental leadership teams. Speak at large staff gatherings.
- Lead by example. Foster a fun, welcoming and inclusive workplace culture. Promote team trust.





The Ideal Candidate

Multnomah County is looking for a seasoned and dynamic leader who have a passion for progressive public policy and a deep commitment to public service and community. The ideal candidates 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 Deputy COO must be effective in building strong relationships and trust. The Deputy COO will be skilled at creating systems to make organizations operate effectively and developing and implementing strategies based on data-driven decisions and actionable metrics.

The Deputy 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 candidates will bring demonstrated experience and leadership skills in advancing racial equity, diversity and inclusion efforts, both internally and externally in their organizations.

The successful candidates must bring an ability to lead in times of change and facilitate the County's transition to a more inclusive and effective organization. The successful candidates 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. The successful candidates will be adept at operating in a political environment, displaying keen judgment, tactful communication skills and an ability to speak in public settings such as board meetings. These positions require 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 seven 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.



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 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 June 18, 2025.

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.

At the time of job offer, we will complete a verification of academic credentials, professional references and a thorough background investigation which includes, but is not limited to, a review of applicant's criminal, civil, driving and military history prior to employment.

Total Compensation

The annual salary range for the Deputy COO positions is \$180,337 to \$288,539. 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>

