



# King County **CHIEF PERFORMANCE & ACCOUNTABILITY OFFICER** *Recruitment Announcement*

## About the Role

King County is launching an ambitious effort to make government more transparent, accountable, and effective through the King County Delivers plan. To lead this work, we are seeking a results-driven Chief Performance & Accountability Officer (CPAO).

Reporting to the Deputy King County Executive, the CPAO will champion data-driven decision-making, performance measurement, continuous improvement and innovation across all County departments. This role will help ensure that King County delivers high-quality, efficient, and equitable services to every resident.

### *Key Responsibilities*

- Lead the design and implementation of a countywide performance management system that tracks progress toward strategic goals and service outcomes.
- Build and oversee public-facing performance dashboards that promote transparency and accountability.
- Partner with department leaders to identify inefficiencies, streamline operations, and strengthen financial and operational controls.
- Coordinate proactive performance audits and reviews to identify opportunities for improvement.
- Integrate an equity lens into all performance metrics to ensure fair and inclusive service delivery.
- Prepare regular reports for the Executive, County Council, and the public on the County's performance results.
- Foster a culture of continuous learning, accountability, and innovation across County government.

### *Values*

- Serve with integrity, humility and empathy.
- Show initiative and work hard.
- Prioritize outcomes over optics.
- Center those most impacted and “be in community.”
- Solve problems with a “yes, and” mindset.
- Work as one, adaptable, mission-driven team.





## Ideal Candidate

We are looking for a collaborative leader who can translate data into action, inspire performance improvement, and strengthen public trust in government. The ideal candidate will have:

- Significant experience (10+ years) leading performance management, innovation, operations, or strategy in a large, complex organization.
- Experience building data dashboards.
- Strong skills in data analysis, process improvement, and public reporting.
- Proven ability to drive organizational change and implement measurable improvements.
- A demonstrated commitment to transparency, equity, and service excellence.
- Exceptional communication skills and the ability to engage a wide range of stakeholders, from staff to community partners.

### *Key Attributes*

- **Strategic and Analytical:** Sees the big picture and uses data to drive results.
- **Equity-Centered:** Embeds fairness and inclusion into every performance goal.
- **Collaborative:** Works across departments and builds partnerships to deliver shared results.
- **Results-Oriented:** Keeps focus on measurable outcomes that improve community well-being.

## Why Join Us

This is a rare opportunity to shape how King County delivers for its residents. The Chief Performance Officer will help bring the King County Delivers vision to life—turning bold ideas into accountable, transparent, and effective government action.

The King County Executive Office serves residents with a relentless sense of urgency, delivering on commitments with integrity, transparency, and accountability. We are action-oriented, creative problem solvers who collaborate across roles, engage directly with communities, and challenge the status quo to achieve meaningful impact. As a unified team, we uphold high ethical and frugal stewardship standards, embrace change, stay curious, and continuously improve.

We will work in the office at least three days a week to foster connection and responsiveness, arrive prepared and on time, and structure meetings with clear goals and next steps. Across all interactions, we listen first, act quickly, and stay aligned as a team to earn and sustain public trust.

## Compensation

The annual salary range for this position is \$229,633-\$291,074 annually. Benefits are among the best in the region and include comprehensive medical, dental, vision and life insurance, public employee pension plan, holiday, vacation and sick leave.

Relocation: in accordance with King County Code (KCC) 3.24.170, reasonable and necessary moving expenses up to a maximum of \$15,000 may be available if the successful candidate is relocating from outside of Washington.

Any employment offer will be contingent upon the results of a criminal background check and reference check.

King County is an Equal Employment Opportunity (EEO) Employer and encourages people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.



# ARE YOU READY TO APPLY?

This opportunity is open to **all qualified applicants**. Persons interested in these positions 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](http://karrasconsulting.net) by May 8, 2026. We will review application materials based on clarity, completeness, and alignment with the required experience, qualifications, knowledge, and skills for this position.

