

POSITION ANNOUNCEMENT

11/22/2023



Executive Search for:

Director of the Oregon Water Resources Dept.

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INTRODUCTION



The Governor's Office is seeking a new Director for the Oregon Water Resources Department to lead and shape the future of Oregon's water resources. As the Director of the Water Resources Department, you will be at the forefront of addressing critical water challenges, working alongside a dedicated team to ensure a sustainable and equitable water future for all Oregonians.

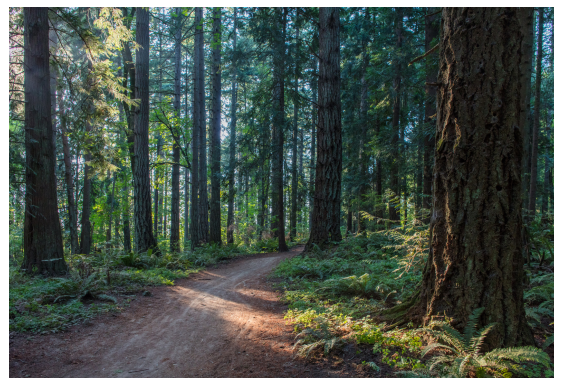
EXPLORING OREGON'S WONDERS

Oregon is a state blessed with a diverse geography that offers stunning landscapes at every turn. From the beautiful coastline to the snowcapped mountains, mighty rivers, and lush forests, it's a paradise for outdoor enthusiasts. The state's thriving cities and charming towns share a sense of community that is both welcoming and warm.

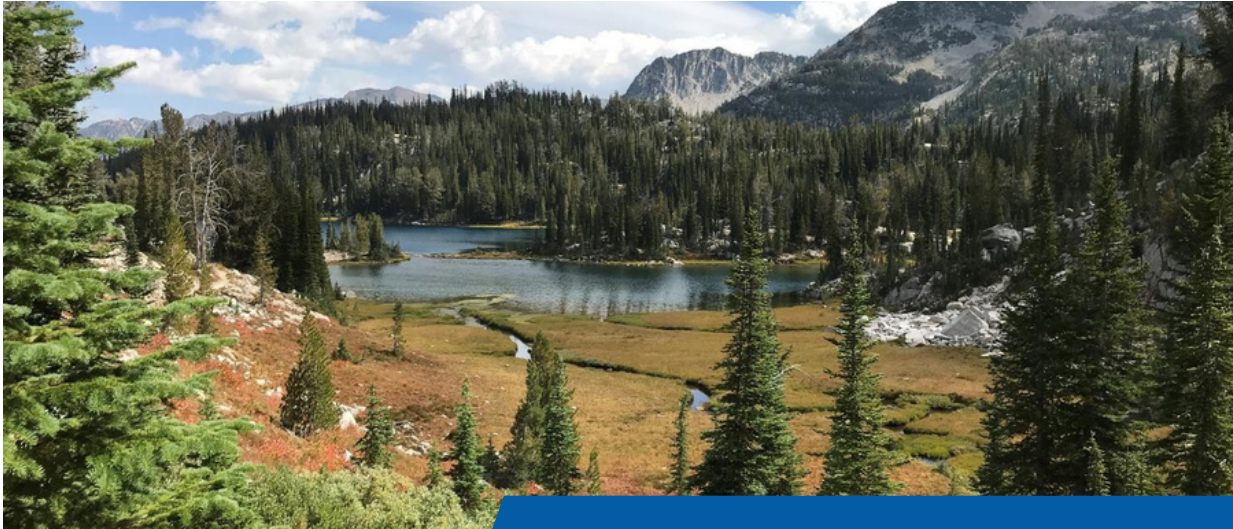
In addition to the natural beauty, Oregon is also renowned for its vibrant arts scene, world-famous wineries and breweries, and an abundance of local farmers markets. These contribute to the state's enviable quality of life, which is further enhanced by the four distinct seasons and plenty of sunny days.

Our state's robust and varied economy depends on the strength of the agriculture, timber, ranching, and outdoor recreation industries to drive growth. These working landscapes, along with wilderness and other natural areas, provide the perfect mix of habitat that supports Oregon's fish and wildlife.

Curious about what it's like to live in Oregon? Our beautiful state has access to city life, the coast, and the mountains, and high desert! Interested in wine tasting, craft breweries, u-pick fruits and vegetables, and hiking through old growth forests on sunny Willamette Valley summer days? Want to access to snow and adventure sports, fishing, and rock climbing?



OWRD OVERVIEW



In Oregon, we value water as one of our most precious and vital natural resources. Our culture and way of life are a testament to this value – it is essential to our agriculture, provides habitat for our fish and wildlife, sustains our cities and towns, and makes our state a beautiful place to relax and enjoy.

The **Oregon Water Resources Department (ORWD)** is the state agency charged with administering the laws governing surface and groundwater resources. With the impacts of changing climate conditions, recurring drought cycles, and increasing demands on these supplies, the certainty of these supplies is challenged today more than ever.

The State of Oregon has made significant investments in recent years to prepare for the future and to address some of the most immediate water data, planning, and infrastructure needs.

The new Director will be at the forefront of helping the State address these challenges working closely with its numerous partners, talented staff, and dedicated volunteers of the Oregon Water Resources Commission.

ABOUT OWRD

DEPARTMENT OVERVIEW

The Water Resources Commission, a seven-member citizen board, oversees Department activities. The Commission is responsible for setting Department policy, consistent with state law, and making grant award decisions for the agency. Commission members are appointed by the Governor to four-year terms, subject to confirmation by the Oregon Senate. The Commission includes a citizen appointed from each of the five regions of the state, as well as the eastside and westside at large.

The agency's total biennial budget is \$271 million budget which includes funding for more than 240 staff working in the Salem headquarters, two regions, and 17 smaller field offices across the state. The department is organized around five divisions: Field Services, Technical Services, Water Rights Services, Administrative Services, and Director's Office.

In the last three years, the Oregon Legislature has passed landmark laws and budgets to address multiple new initiatives related to water resources management, including the addition of more than 70 new positions to OWRD. These initiatives range from multiple approaches to better protecting, studying, and allocating groundwater supplies across the state, to designing, engaging in, and leading collaborative water planning efforts, to greatly increasing capacity to address illegal water use, all the way to modernizing and improving administration tools and approaches.

Additional information about the Department's 2023-25 budget is [available here](#).

VISION

OWRD is committed to ensuring that the state has sufficient, sustainable supplies of water to meet Oregon's needs now and in the future.

MISSION

The Department's mission is to serve the public by practicing and promoting responsible water management through two key goals:

- To directly address Oregon's water supply needs
- To restore and protect streamflows and watersheds in order to ensure the long-term sustainability of Oregon's ecosystems, economy, and quality of life



MOVING WATER FORWARD

In alignment with our mission and vision, the work of the Oregon Water Resources Department has informed the following:

Oregon Integrated Water Resources Strategy

Oregon's Integrated Water Resources Strategy (IWRS) provides a blueprint to help the state better understand and meet its water needs, instream and out-of-stream, above ground and below ground, now and into the future. The Water Resources Commission adopted the state's first Integrated Water Resources Strategy (IWRS) in 2012. The most recent update was adopted in the fall of 2017, with the next update likely to be released in 2024.



The 2019-2024 Strategic Plan

The Department has also adopted a 2019-2024 Strategic Plan, which supports implementation of the IWRS and identifies the Department's strategic priorities for the next five years. The Oregon Water Resources Department's strategic priorities for 2019-2024 are to:

- Modernize our management of Oregon's surface water and groundwater resources to meet in-stream and out-of-stream uses.
- Work to secure Oregon's instream and out-of-stream water future in the face of increasing water scarcity.
- Foster a forward-looking team dedicated to serving Oregonians with integrity and excellence.

LEADERSHIP PROFILE



LOCATION

In-office at
headquarters in
Salem, Oregon

COMPENSATION RANGE

\$122,028 - \$188,952

The ORWD Director provides overall leadership for the agency and is responsible for all programs, operations, and administrative functions. This leadership is based on the following:

- **Courageous Leadership:** The Director must demonstrate the courage to make difficult decisions, challenge the status quo, and take calculated risks in advancing water resource management. Courage in leadership is essential to addressing complex challenges.
- **Collaboration and Teamwork:** A strong ability to collaborate and work effectively with diverse stakeholders, both within and outside the organization, is vital to building productive relationships and achieving our mission.
- **Strategic Vision:** The Director should have the ability to articulate a vision and set and clearly communicate agency priorities for addressing water issues in Oregon, focusing on innovation, sustainability, and forward-looking solutions.
- **Commitment to Equity and Inclusion:** The Director should be dedicated to fostering a fair and inclusive work culture and advancing equity, diversity, and justice.

PRIMARY RESPONSIBILITIES



- Ability to articulate a vision, set and clearly communicate agency priorities, and help the agency maintain focus on those priorities to advance its mission and goals, Strategic Plan, and Integrated Water Resources Strategy.
- Ability and experience in inclusive leadership, including the ability to recruit, retain, lead and work with a team of skilled, diverse, and motivated colleagues.
- Ability to accurately communicate and distill technical information and explain agency positions to elected officials, the media, partners, and the public.
- Demonstrated commitment to advancing equity, diversity, inclusion, and justice.
- A track record of evaluating issues and proposing solutions to advance and implement policy decisions, legislation, and regulatory actions.
- Experience working collaboratively with state, tribal, federal, and local leaders, partners, and the public to build strong working relationships and advance a strategic vision.
- Experience in preparing for and responding to high-interest issues and events.
- Ability to consider different perspectives and opposing viewpoints, weigh the strengths and weaknesses of alternatives, ask appropriate questions, and arrive at a decision in a timely manner.

MORE DETAILS



TIME FRAME

The Governor's Office is seeking to have a candidate in place by February 2024.

ADDITIONAL DETAILS

Eligible veterans who meet the qualifications will be given veterans' preference. For more information, please visit [Veterans Resources](#).

The Oregon Water Resources Department is committed to creating a workplace culture that understands and appreciates differences among people and is welcoming and inclusive to all. By fostering fairness and equity in its work culture, the Department strives to improve services for all Oregonians. We acknowledge that not all people have experienced equitable opportunities or fair treatment. We are committed to increasing our awareness and understanding of historic injustices and building a foundation for meaningful change. We value a wide range of professional and lived experiences, and people of underrepresented communities are strongly encouraged to apply.

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NEXT STEPS



If you would like to apply to be the next Director of the Oregon Water Resources Department, please go to: motusrecruiting.co/ORWD

THANK YOU, AND WE
LOOK FORWARD TO
WORKING WITH YOU.

