

Lead our vision of growth and transformation

Image from Washington County Visitors Association

Washington County Oregon CHIEF HUMAN RESOURCES OFFICER



We see the future of what local government can empower in communities.

At Washington County, our innovative initiatives across areas including affordable housing, physical and behavioral health, and public safety, have delivered significant and measurable results, **at a time when community has never been more important.**

We are at an inflection point in our organization's history where new leadership in key positions has a unique opportunity to lead truly transformational change and build a legacy of service and impact for our communities and for our dedicated employees.

ABOUT US AND OUR VISION

We are the second largest county, and among the fastest growing and most diverse, in the beautiful state of Oregon. Located on the western side of the Portland metropolitan area, we are supported by a budget of \$1.7 billion and a team of 2,391 employees.

Our vision of **One Washington County** embodies our goal to unify our team, collaborating in new ways to build a leading-edge organization to support the future of Washington County. Along with our investments in human resources and equity, diversity and inclusion, this vision is igniting our growth and impact for the diverse and inspiring communities we serve.

ABOUT OUR CHIEF HUMAN RESOURCES OFFICER OPPORTUNITY

Washington County recognizes the integral and critical role of HR organization-wide and has firmly established a valued HR perspective at the executive table. The CHRO will partner on key decision-making, organizational and departmental priorities, and strategic thinking for the evolution of the organization to better serve our employees and communities.

This is an unparalleled opportunity for **an inspiring team-builder, bridge-builder, and legacy-builder** to partner across the broad range of Washington County teams and services. Your strategic HR vision, collaborative problem solving, and deep HR expertise and guidance will enable the next level of achievement for this high-impact organization.

Washington County serves a population of over 600,000. We are known for beautiful scenery, good schools, and ample recreation. We are home to large employers such as Nike, Genentech and Intel.



KEY RELATIONSHIPS

Reports to: The County Administrator, as part of the Executive Leadership Team of eight

Key Partnerships: Chief Equity and Inclusion Officer, Divisional and Departmental Teams, Elected Officials, County Counsel

Leads and supports: Dedicated HR & Risk team of 34 with 6 direct reports

TOP PRIORITIES

- **Strategic and Executive Leadership**, setting HR vision and guiding organization-wide decisions through data-informed and circumspect understanding of policy, risk, and human impacts
- **Expert Relationship Building and Transformational Change Management**, creating a culture of collaboration, mutual respect, and partnership toward continuous improvement and long-term relationships
- **Inspiring Operational and Team Leadership**, supporting and motivating operational excellence, innovative solutioning, and a unified and empowered HR & Risk service team
- **Demonstrated Connection to Equity, Diversity & Inclusion (EDI)**, closely collaborating with the Office of Equity, Inclusion and Community Engagement and championing creative, measurable initiatives

CAPABILITIES AND CHARACTERISTICS FOR SUCCESS

- Executive-level leadership across complex, cross-functional organizations
- Broad stakeholder engagement with deep collaboration and partnership
- Deep HR expertise that enables strategic planning and implementation, circumspect impact analysis, and creative problem solving
- An affinity for systems thinking, organizational development, current tools and best practices, metrics, and accountability
- Broad experience across Talent Acquisition, Compensation, Benefits, Learning & Development, Risk, and Employee Relations
- Demonstrated success implementing EDI initiatives, direct leadership experience with diverse communities, culturally-specific organizations, or EDI teams
- Superlative communications and change management skills
- Authentic listening, humility, curiosity, empathy, and self-awareness
- An agile, flexible, resourceful, and innovative mindset
- Transparent, approachable leadership and mentorship
- Public sector, non-profit, and/or for-profit leadership expertise (a mix is preferred)
- Labor relations expertise (preferred)

COMPETITIVE COMPENSATION

\$163,483 -
\$208,644

FLEXIBLE LOCATION

Hybrid telework
available with
office located in
Hillsboro, OR

AWARD-WINNING BENEFITS



Interested in applying?

Please apply directly to our executive search consultants, Wahl & Associates, via [LinkedIn](#) or the QR code at right. **This opportunity will be open through July 3, 2023.**

Visit WashingtonCountyOR.gov to see [full job details](#) and more information about us and our award-winning [benefits program](#).



APPLY BY JULY 3

General questions?

Please contact Diane Thurston, at Diane@WahlandAssociatesLLC.com.



Wahl & Associates, LLC