



CHIEF EQUITY AND INCLUSION OFFICER

EXECUTIVE RECRUITMENT



Wahl & Associates, LLC



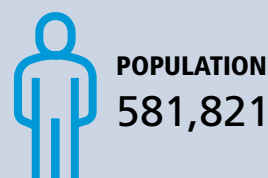
As Washington County's first CEIO, you will have the opportunity to make a significant and profound impact on the County and its communities. In this role, the CEIO must be an experienced change agent, committed to the tenets of transparency, collaboration, and inclusive excellence as they lead the County on its journey toward equitable service for all residents.

WASHINGTON COUNTY

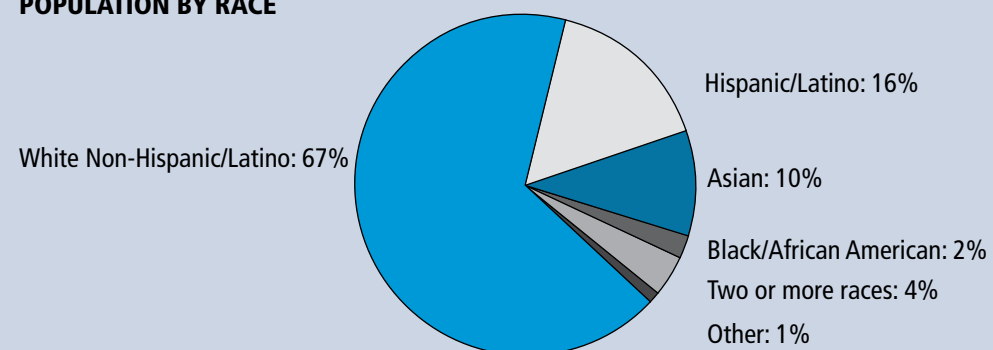
Washington County is one of 36 counties in the U.S. state of Oregon. As of the 2010 United States Census, it is the state's second most populous county. The county seat and largest city is Hillsboro. Largest cities in Washington County include Hillsboro, Beaverton, and Tigard. Washington County is part of the Portland-Vancouver-Hillsboro, OR-WA Metropolitan Statistical Area.

The county is governed by an elected board of five commissioners. The county is divided into four commissioner districts. One commissioner sits for each district, and the fifth commissioner is at-large and is the Chair of the board.¹ The county employs 2,188 full time equivalent positions.

WASHINGTON COUNTY AT A GLANCE



POPULATION BY RACE



CHALLENGES AND OPPORTUNITIES

Creating a Comprehensive Vision

Given that the CEIO position is a newly created role in Washington County, the Chief Equity and Inclusion Officer (CEIO) will stand up the new office of Equity, Inclusion and Community Engagement that will be charged with leading the county's DEI efforts across departments and diversifying the county workforce, developing organizational cultural competency and county-wide diversity trainings, advancing civil rights policies and programs, promoting the utilization of minority and woman owned businesses and working in the community to engage and problem solve. The CEIO will be charged with creating an expansive and far-reaching vision and strategic plan for diversity, equity and inclusion in the county. The CEIO will also be responsible for pushing internal equity initiatives forward by applying standardized metrics to county DEI efforts and reporting to the community, the Chair, and the Board progress made and next steps to take.

County-wide Leadership

The CEIO serves as the organizational leader in the county to drive the development, implementation and integration of best practices, resources and trends to increase diversity, equity, inclusion, and cultural proficiency in the organization. The CEIO, as part of the County Administrator's senior leadership team, will work in partnership with the County Administrator to address Washington County's diversity and inclusion needs and provide vision and leadership in the development of new programs and initiatives that advance the county's efforts toward achieving inclusive excellence.

Office of Equity, Inclusion and Engagement (OEICE)

The CEIO will lead the newly created Office of Equity, Inclusion and Community Engagement (OEICE), which will promote equity, fairness and inclusion for county employees and the Washington County community from internal workforce initiatives and community programs and services to projects and partnerships in the larger community. The office will develop and manage the county's Equity initiatives.

Leading Organizational Change

The CEIO will engage the support of key stakeholders in order to build and foster an organizational culture of awareness, inclusion and respect. Acting as a catalyst for organizational change, the CEIO will effectively promote and implement county-wide diversity, equity and inclusion initiatives in order to expand the capacity of the county's human capital; lead and guide efforts to direct people and programs; and develop and implement a variety of positive organizational interventions.

¹ https://en.wikipedia.org/wiki/Washington_County,_Oregon

² <https://data.census.gov/cedsci/profile?q=Washington%20County,%20Oregon&g=0500000US41067&tid=ACSDP1Y2018.DP05>

³ American Community Survey 2017, US Census Bureau

WHAT WE'RE LOOKING FOR

The successful candidate will be a strategic, innovative, and visionary leader with proven experience in leading diversity, equity and inclusion initiatives. The county welcomes candidates with public or private sector experience who have a successful record of advancing implementation strategies that demonstrate a commitment to achieving organizational diversity, equity and inclusion goals and objectives in large, complex organizational environments.

WHAT YOU NEED TO POSSESS

Creating a Comprehensive Vision

Any applicable combination of work experience and education is required; a typical way to obtain the knowledge and abilities would be:

- A Bachelor's Degree in business or public administration, social science, communications, organizational development, or a related field; AND seven (7) years of direct work experience providing professional guidance on diversity, equity and Inclusion, civil rights laws such as EEO, ADA, and Title VI policies, investigative procedures, implementation and compliance practices, and contract administration. Three (3) of the seven (7) years of experience must include supervision or management of professional staff. **OR**
- An Associate's Degree in business or public administration, social science, communications, organizational development, or a related field; AND nine (9) years of direct work experience providing professional guidance on diversity, equity and Inclusion, civil rights laws such as EEO, ADA, and Title VI policies, investigative procedures, implementation and compliance practices, and contract administration. Three (3) of the nine (9) years of experience must include supervision and management of professional staff. **OR**
- High school diploma or GED and eleven (11) years of experience working within a public, private, or non-profit entity providing professional guidance on diversity, equity and Inclusion, civil rights laws such as EEO, ADA, and Title VI policies, investigative procedures, implementation and compliance practices, and contract administration. Three (3) of the eleven (11) years of experience must include supervision and management of professional staff

TO APPLY

A full job description and qualification requirements can be viewed at:

<https://www.governmentjobs.com/careers/cowashingtonor>

Interested applicants should submit a resume and cover letter detailing how this background and experience meet the qualifications as outlined in the Minimum Qualifications of the full position description. The application materials should be sent to: ceiorecruitment@wahlandassociatesllc.com.

QUESTIONS

Please address any questions to Joseph Wahl, Wahl and Associates at: joseph@wahlandassociatesllc.com.



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