



LRAPA
Lane Regional Air Protection Agency

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EXECUTIVE DIRECTOR

Recruitment Announcement

About the Agency

Established in 1968, the Lane Regional Air Protection Agency (LRAPA) is the local air quality authority for Lane County, Oregon. LRAPA's staff of 19 work to achieve and maintain clean air across the county. Supported by member entities of Lane County, Eugene, Springfield, Cottage Grove, and Oakridge, and guided by our nine-member Board of Directors, we play an active role in community development and planning. Despite an increase in population and traffic, the air quality for Lane County's metro area has continued to improve since our inception.



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Air Quality – Lane Regional Air Protection Agency LRAPA is responsible for assuring Lane County meets federal National Ambient Air Quality Standards set by the Clean Air Act. The agency does this by monitoring ambient air and implementing programs to protect air quality. LRAPA issues home wood heating advisories, regulates outdoor burning, responds to air quality complaints, and issues operational air permits to industrial and commercial business. LRAPA is also responsible for implementing Cleaner Air Oregon – Oregon's Air Toxics program – in Lane County.

LRAPA supports eight government-grade monitoring sites. Two of these sites monitor for ozone, six sites monitor for Particulate Matter, and two sites monitor for Hazardous Air Pollutants. In addition, LRAPA has installed over 90 commercial grade Particulate Matter sensors throughout the county to improve public access to air quality information. LRAPA is the only local clean

air agency in Oregon. The rest of the state's air is monitored and regulated by the Oregon Department of Environmental Quality. Being local, LRAPA presents more opportunity for voices in our communities to be recognized, heard, and hold influence over decisions made regarding Lane County's air.

LRAPA's Board of Directors has established an Advisory Committee to advise the Board in matters pertaining to the region, particularly on methods and procedures for the protection of public health and welfare and of property, from the adverse effects of air pollution.

This volunteer committee is made up of 7-15 local Lane County residents from various backgrounds including: public health, agriculture, industry, community planning, fire suppression, and general public. Advisory Committee members serve three-year terms and can be reappointed.

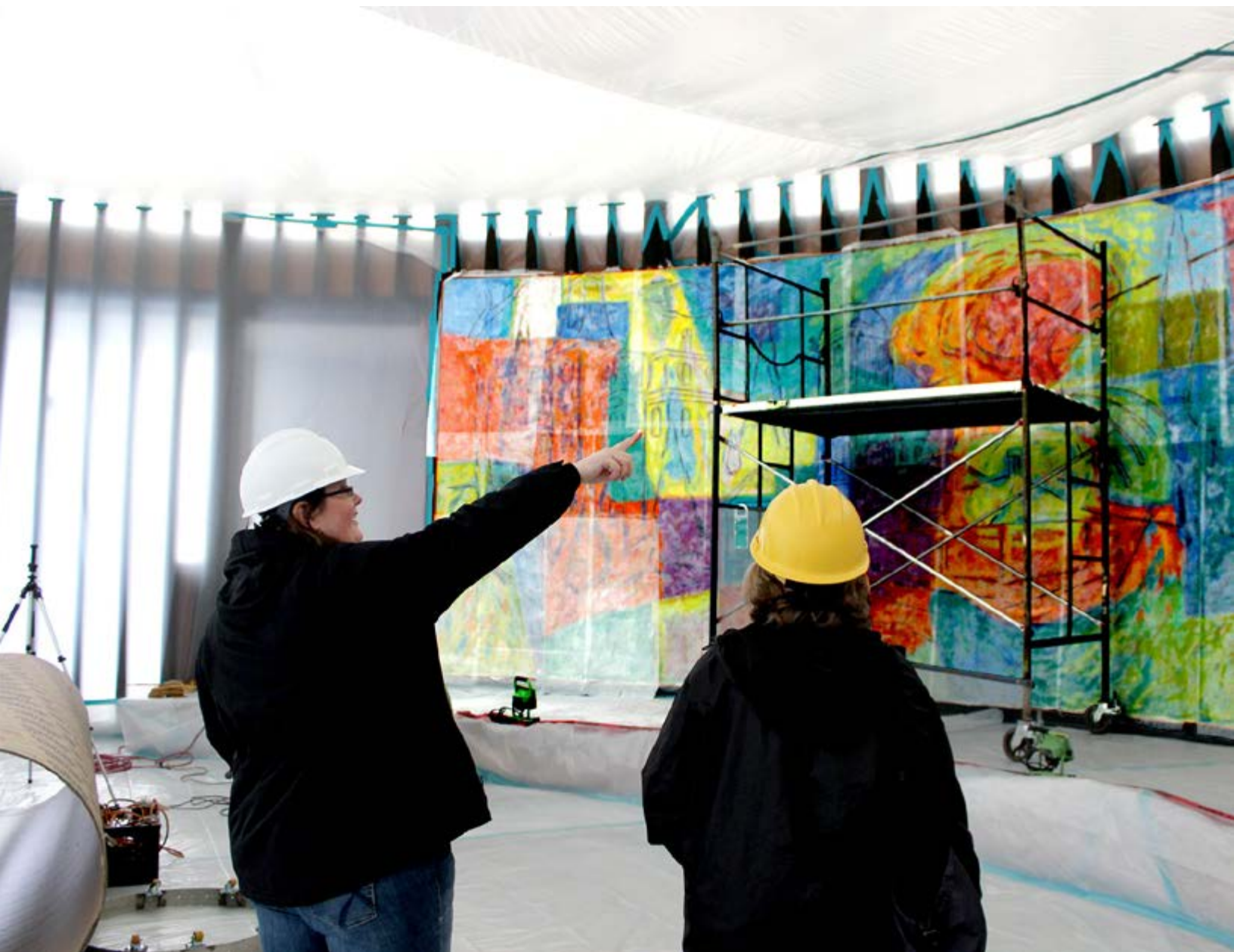
Mission: To protect public health, community well-being and the environment as a leader and advocate for the improvement and maintenance of air quality in Lane County.



About the Executive Director Position

The Executive Director is responsible for strategic and inspirational leadership as well as overall operational management of LRAPA. The Executive Director serves as a key external face of the Agency, responsible for productive relationships between the Agency and the State Legislature, the Oregon Department of Environmental Quality, the Environmental Protection Agency (EPA), and the National Association of Clean Agencies. In addition, the Executive Director ensures that staff members are aligned with the organization's mission and vision and are working together to successfully achieve strategic objectives.

The Executive Director reports to the Board and manages the operations of a staff of 19. The position oversees the formulation, monitoring and reporting on the status of the Agency's \$4.5 million annual budget.



In addition, the Executive Director:

- Provides leadership and direction to assure the effective and efficient operation of the Agency. Oversees the implementation of programs, procedures, and services that support the Agency's strategic plan.
- Creates, communicates, and sustains a vision and strategic plan that capitalizes on the Agency's internal strengths and external opportunities. Engages, motivates, and inspires a broad range of internal and external stakeholders around a shared vision and mission.
- Translates big picture vision and goals into both long and short-range plans that are comprehensive, realistic, and effective.
- Ensures the Board of Directors (BOD) are apprised of policy issues affecting LRAPA and are fully aware of key aspects of the organization's state of affairs. Supplies the BOD with appropriate information to make budget and policy decisions and provide guidance and oversight.
- Acts as Agency liaison with the Advisory Council.
- Builds the Agency's long-term financial strength and ensures fiscal accountability.
- Works with other air agencies and national partners to advocate for appropriate federal funding to meet the objectives in existing and new federal requirements.
- Creates and maintains a culture of high performance and recognition for the efforts of the team. Creates methods, techniques, and evaluation criteria for obtaining results.
- Acts as a key public spokesperson for the Agency, engaging people at all levels and doing so in a wide range of settings and through various media.
- Represents the Agency across all appropriate forums and makes presentations around the region with a focus on climate change and greenhouse gas reductions.
- Develops and maintains a culture that integrates environmental justice and equity principles into the day-to-day work and decisions of the Agency. Oversees the creation of climate policies that incorporate equity principles and reduce inequities in air pollution exposure.
- Creates a culture where information sharing, team-based resolutions, cross-training, and process improvements are encouraged, and staff is held accountable for goal achievement and results.



The Ideal Candidate

This is an exceptional opportunity for a strategic, forward-thinking leader. The ideal Executive Director candidate is a balanced leader; comfortable with managing and leading in a complex and transparent environment; and someone who is capable of building bridges internally and externally, supporting and managing change, and implementing innovative solutions to create opportunities for advancement of the Agency's strategic objectives.

LRAPA is seeking a talented and unifying leader to bring innovative ideas and management to the agency and translate big picture vision and goals into realistic plans. The ideal candidate must promote collaboration on a region-wide basis and serve as a key facilitator with elected/political leaders, business, and non-profit leaders. The overarching core competencies of this position are:



Desirable Qualifications

A bachelor's degree and at least seven years of increasingly responsible management-level experience in air pollution or other environmental control program that involves leading a diverse staff and management of significant funds and experience working in high-level policy development, grant management and community collaborations. Experience working for a Board of Directors and policy advisory groups is valued. An advanced degree is preferred.



Core-Competencies

Leadership:

- *Inspiring and Courageous Leadership:* Inspires, persuades, engages, speaks straight-forwardly about complex issues, make tough decisions and take difficult actions. Displays balanced thinking that combines analysis, wisdom, experience and perspective. Produces data-informed decisions that withstand the “test of time.”
- *Creativity and Innovation:* Generates new, innovative and visionary approaches that are effective and responsive. Brings a perspective on emerging and leading air quality and environmental trends and best practices.
- *Build a Talented, Effective Staff Team:* Hire, mentor, develop, retain, and manage a diverse staff. Assemble and reinforce a cohesive, dedicated, highly effective inter-disciplinary team. Actively listens and responds to staff concerns. Leads team through change processes.
- *Business and Management Acumen:* Manages human, financial and information resources strategically. Brings innovative approaches and solutions, including grant sources and public/private partnerships, to funding challenges. Streamline and remove processes that do not bring value. Measure success based on results. Set high standards of performance, using accountability measures and benchmarks to track progress.
- *Strategic Vision:* Articulates a big-picture vision and goals and translate into plans that are realistic and effective.

Constituent Relations and Collaboration:

- *Partnering:* Builds alliances and collaborates across boundaries to build strategic relationships. Brings diverse leaders together to discuss and resolve regional

issues. Inspires action without relying solely on authority. Good listener. Perceives the complexity of situations quickly.

- *Drive External Communications and Relationships:* Develop and nurture mission-critical relationships with labor, the media, business, political leaders, community groups, advisory groups and the public.
- *Cultural Competency:* Focus on equity in ways that enable effective working relationships in diverse communities and cross-cultural situations.

Values:

- *High level of integrity, ethics, transparency and responsiveness.*
- *Commitment to the environment and the well-being of all people:* Dedicated to the vision that all people and natural systems benefit from healthy air everywhere, all the time.

APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled; however, the screening process will move quickly. Please submit your application materials as soon as possible but no later than March 15, 2024 by visiting www.karrasconsulting.net and clicking on “view open positions.”

The annual salary for this position is \$130K-\$160K and depends on qualifications and experience. LRAPA offers an excellent benefits package which includes fully paid contributions to the Oregon Public Employees Retirement System, paid holiday, vacation, and sick leave, options for medical, dental, and vision care insurance, options for deferred compensation, an employee assistance program, longevity pay, alternate and flexible work schedules, and more. The Agency may also provide an allowance for reimbursement of relocation expenses.

LRAPA does not discriminate on the basis of race, color, national origin, disability, age, sex, sexual orientation, or marital status in administration of its programs or activities. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

About Lane County

Lane County is a great place to work, play, and be a part of a community. Lane County offers a quality of life that is unsurpassed with a dynamic mix of arts and culture, shopping and dining, entertainment and sports. From the small urban city of Eugene to the more relaxed pace of rural communities, Lane County's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature. Located at the southern end of the lush Willamette Valley, Lane County is perfectly positioned for the modern adventurer. A scenic drive east takes residents to the towering Cascade Mountains, west to the stunning Pacific Ocean coastline, or north to the bustling city of Portland.

