

### **Desirable Attributes and Characteristics for ODFW Director Recruitment**

- Highly ethical, transparent, and committed to the tenets of “good governance” in a public setting.
- Demonstrated strategic and visionary leadership. Big picture oriented with a clear vision.
- Demonstrable experience problem solving using innovative approaches with proven track record of adapting proactively in an evolving decision-making environment.
- Extensive experience leading a large and diverse organization, including a union represented workforce.
- Track record as a role model for staff featuring active presence and engagement promoting a safe and diverse work environment and workforce.
- Management experience implementing a dynamic business model with a focus on fiscal integrity of a public agency.
- Extensive natural resource management experience, including development of policies, rules, and statutes.
- Demonstrated leadership identifying and addressing critical emerging issues such as climate change impacts and biodiversity loss.
- Extensive natural resource management experience identifying and solving complex, cross-agency, landscape scale problems.
- Demonstrable experience working with legislators and other elected officials.
- Deep understanding of the important relationship federally recognized tribal governments have with the Department’s mission and management responsibilities.
- Experience leading stakeholder engagement processes in which there may be diverse and mutually exclusive interests in the desired policy or program outcomes being discussed.
- Someone who understands and appreciates both the interests and concerns of traditional stakeholders, and those of citizens whose engagement with habitat, fish and wildlife is primarily wildlife viewing, hiking, habitat protection and conservation, and/or the ecosystem services provided by public resource assets. Specifically, someone who understands the background and history, especially as it pertains to traditional stakeholders, but also acknowledges the need to be an inclusive organization by recognizing and seizing opportunities to build a bigger tent.
- Must be decisive while also applying adaptive management.
- Highly effective communication skills with demonstrated experience working with diverse audiences including stakeholders, customers, advocates, tribes, the scientific community, legislators, and other elected officials.
- A collaborative partner with federal and state government agencies as well as other multi-jurisdictional bodies.