

# POSITION ANNOUNCEMENT

11/5/2024



## **Executive Search for:**

City of Portland - City Administrator

## POSITION ANNOUNCEMENT

# INTRODUCTION



The City of Portland is seeking a visionary, collaborative, and transparent City Administrator to lead the city through an exciting period of growth and transformation.



Reporting directly to the Mayor, the City Administrator will oversee all city operations, ensuring effective implementation of policies and procedures while providing strategic leadership across city bureaus and departments.

# THE CITY'S TRANSITION



In November 2022, Portland voters approved changes to the City's charter establishing a mayor/council form of government and establishing the new role of city administrator. Over the past two years, the City has led a significant restructuring so that the City and its leadership are organized to report up to a city administrator. This is a time of intense change and the city administrator will establish the role and create new governance norms for the city. Portland's mayor will no longer serve as a member of the city council, voting only to break ties on non-emergency ordinances. However, the city's elected leader will be able to propose laws – and they will propose a budget for city council approval.

The city administrator will be hired by the mayor and confirmed by city council to implement policies and manage the City's organizational structure. They will hire, fire, and supervise a cross-functional leadership team and manage the day-to-day operations of the City. The Mayor has the authority to hire and remove the police chief and the city attorney, both of these positions will be appointed by the mayor and confirmed by the city council.

## CITY OF PORTLAND CORE VALUES

Anti-racism | Communication | Collaboration | Equity |  
Transparency | Fiscal Responsibility

# POSITION OVERVIEW



## LOCATION

Portland, Oregon

## COMPENSATION

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## REPORTS TO

Mayor

The City of Portland is seeking a visionary, collaborative, and transparent **City Administrator** to lead the city through an exciting period of growth and transformation. Reporting directly to the Mayor, the City Administrator will oversee all city operations, ensuring effective implementation of policies and procedures while providing strategic leadership across city bureaus and departments.

This Charter-designated position requires a proven track record in public administration, strong communication skills, and a commitment to diversity, equity, and inclusion (DEI). The ideal candidate will bring experience from both government and the private sector and will be appointed by the mayor, with confirmation from the City Council, based on their executive and administrative qualifications in accordance with the City Charter.

# POSITION OVERVIEW



## ROLES AND RESPONSIBILITIES OVERVIEW

The City of Portland operates under a collaborative governance model that clearly defines the roles and responsibilities of both the Mayor and the City Administrator to ensure effective, transparent, and efficient administration. The charter delineates the separation of powers between the legislative council and executive mayor while emphasizing collaboration and shared accountability.

This collaborative approach ensures that while the Mayor provides strategic vision and direction, the City Administrator leads the practical execution of these strategies, driving operational success and maintaining the city's financial and organizational stability. Below is an overview of the newly established roles and responsibilities:

### **1. Strategic Leadership and Vision**

- Mayor: Establishes the city's long-term vision, proposing policies for council consideration, and aligning city operations with community values. Additionally, they are responsible for driving initiatives related to anti-racism, equity, transparency, and fiscal responsibility.
- City Administrator: Executes the strategic vision set by the mayor and city council, overseeing citywide strategic planning efforts and ensuring that operational realities align with the city's long-term goals.

### **2. Policy Implementation and City Operations**

- Mayor: Introduces matters to the council for consideration, supervises the implementation of council-passed policies, and appoints key leaders such as the City Administrator, City Attorney, and Chief of Police.
- City Administrator: Ensures that council policies are implemented effectively, manages day-to-day operations of all city bureaus, and provides leadership across city departments to achieve public service goals.
- City Council: Serves as the City's legislative body, evaluating and considering policy choices and adopting laws that reflect those choices.

# POSITION OVERVIEW

## 3. Budget and Financial Oversight

- Mayor: Submits the annual budget and periodic amendments to the council, including recommendations and statements on the city's financial conditions.
- City Administrator: Develops and oversees the city's budget in collaboration with the mayor and the budget office, ensuring fiscal responsibility and sustainability in city operations.

## 4. Crisis and Emergency Management

- Mayor: Holds executive authority during emergencies and provides guidance and support to the city administrator.
- City Administrator: Acts as the central coordinator for the city's emergency response, ensuring resilience and operational continuity.

## 5. Community Engagement and Public Relations

- Mayor: Serves the chief executive, engages the public, and issues ceremonial proclamations. Promotes economic and social development through community collaboration.
- City Administrator: Engages with the community to build trust and collaboration, maintaining transparency through public meetings and forums. Works with local businesses and organizations to foster economic growth and address key community issues like housing and homelessness.

## 6. Staffing and Personnel Management

- Mayor: Appoints the City Administrator, City Attorney, and Chief of Police, subject to council confirmation. Oversees the performance and leadership of these key roles.
- City Administrator: Exclusive of the positions appointed by the Mayor, the City Administrator appoints, manages, and develops leadership representing city operations, including assigned functional service area leaders and directors of bureaus and departments. Responsible for ensuring effective leadership and succession planning within city staff.

## 7. Intergovernmental Relations and Collaboration

- Mayor: Authorizes and executes intergovernmental agreements and advocates for Portland's interests at state and federal levels.
- City Administrator: Acts as the city's liaison to state and federal government

# POSITION OVERVIEW

agencies, negotiating agreements and advocating for the city's needs.

# IDEAL CANDIDATE PROFILE



- Proven ability to provide strategic direction and oversight across all city bureaus and departments.
- Established track record of acting effectively under the policy direction of elected officials.
- In-depth experience ensuring city services and operations are managed effectively and aligned with leadership's strategic goals.
- Demonstrated success in shaping an inclusive, transparent, and responsive long-term vision for city growth and development.
- Proven strength in balancing decisiveness with inclusiveness, ensuring diverse voices are represented in decision-making processes.
- Established expertise in navigating crises and political changes with resilience, collaboration, and transparency.
- Proven ability to foster partnerships across city bureaus, county agencies, jurisdictional partners, and community organizations.
- Demonstrated success in promoting diversity, equity, and inclusion (DEI) as an actionable framework in government operations.
- In-depth knowledge of strategic planning, budget management, and overseeing financial operations, particularly in constrained budget environments.
- Proven competency in making inclusive, data-driven decisions to inform policy choices and measure program effectiveness.



# IDEAL CANDIDATE PROFILE

- Strong communication skills for engaging with diverse communities, stakeholders, and public forums.
- Established success in empowering local communities and ensuring their involvement in decision-making processes.
- Demonstrated ability to address challenges such as infrastructure, economic growth, and social equity while driving long-term, strategic change.



# DUTIES & RESPONSIBILITIES



- **Oversee City Operations:** Manage day-to-day operations of all city bureaus, offices, and departments through subordinate executives, ensuring city services are delivered effectively and efficiently to meet public needs. This includes managing working relationships with the deputy city administrators and the service areas they lead to enhance bureau collaboration and coordination.
- **Staff Leadership and Development:** Appoint, reassign, discipline, and remove bureau/department directors and all employees under the Administrator's jurisdiction. Foster leadership development and succession planning among senior staff. Participate in matrixed management for positions appointed and managed by the Mayor, specifically the City Attorney and the Chief of Police.
- **Policy Implementation:** Ensure that policies adopted by the City Council are effectively implemented and integrated into city operations, while proactively recommending and drafting policy changes to address emerging challenges. Emphasis is placed on building and sustaining strong partnerships with community-based organizations, demonstrating the ability to collaborate effectively and foster lasting relationships.
- **Budget Management:** Develop and oversee the city's annual budget, ensuring fiscal sustainability and prudent resource allocation. Work closely with the Mayor and Budget Office to ensure that the city's financial health remains stable.
- **Crisis Management:** Act as the central coordinator for city responses during emergencies and crises, including natural disasters, public health emergencies, and civil unrest. Ensure that city operations maintain resilience during times of crisis.
- **Strategic Planning:** Lead citywide strategic planning efforts, ensuring alignment with the Mayor's and City Council's goals. Drive long-term visioning processes to address Portland's future challenges, including infrastructure, housing, public safety, and economic development.

# DUTIES & RESPONSIBILITIES



- **Community Engagement:** Engage with the public to build trust and foster community collaboration. Ensure transparency in government actions by maintaining open lines of communication through public meetings, forums, and media platforms.
- **Cross-Departmental Collaboration:** Break down silos between city departments, fostering collaboration and coordination. Promote cooperation across bureaus to streamline decision-making processes and improve service delivery.
- **Intergovernmental Relations:** Serve as the city's chief liaison to state and federal agencies, negotiating agreements and advocating for Portland's needs at higher levels of government. Build relationships with surrounding municipalities and counties to collaborate on regional issues.
- **Economic Development:** Promote economic growth by working with local businesses, entrepreneurs, and community organizations. Advocate for policies that foster job creation and support small and local businesses, with a focus on equitable development in marginalized communities.
- **Housing and Homelessness Solutions:** Lead initiatives to address Portland's housing affordability crisis and homelessness issues. Work to implement comprehensive, compassionate solutions, focusing on increasing affordable housing options and connecting people experiencing houselessness to services and resources.
- **Equity and Inclusion Initiatives:** Implement and oversee citywide initiatives related to Diversity, Equity, and Inclusion (DEI), ensuring that all communities, especially historically underserved and marginalized groups, are represented in decision-making processes. Prioritize equitable resource distribution across the city.

# DUTIES & RESPONSIBILITIES

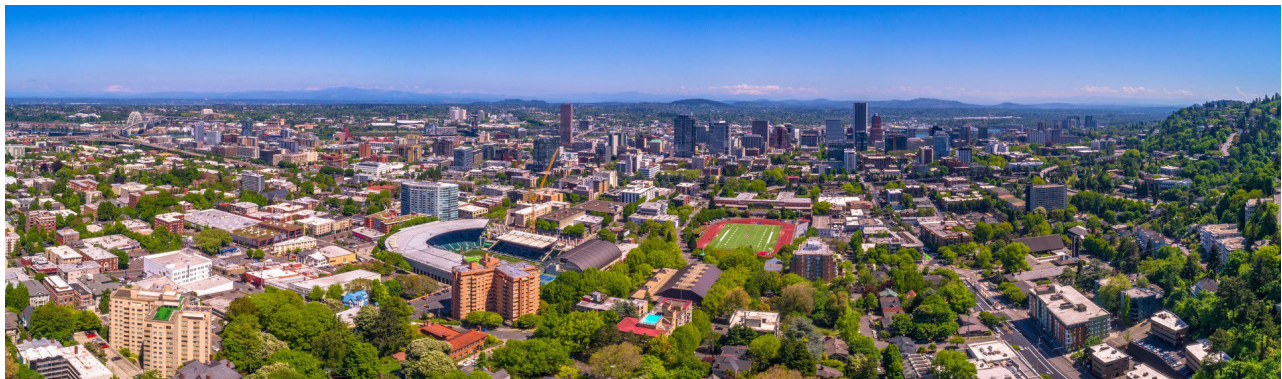
- **Public Safety and Crime Reduction:** Collaborate with law enforcement and community organizations to promote public safety through both prevention and intervention strategies. Promote a balanced approach that focuses on mental health services and community policing.
- **Operational Efficiency:** Analyze city functions and processes to identify inefficiencies and implement improvements. Ensure cost-effective and aligned with the city's strategic goals.
- **Sustainability and Environmental Stewardship:** Oversee programs and initiatives that promote sustainability, energy efficiency, and environmental justice. Align city operations with Portland's long-term environmental goals, including carbon reduction and waste management initiatives.



- **Infrastructure Development:** Oversee and guide the city's infrastructure projects, ensuring that the city's assets, including transportation, utilities, and public spaces are well-maintained and serve the needs of a growing population.
- **Data-Driven Decision Making:** Use data and analytics to inform policy decisions and measure the effectiveness of city programs. Implement performance management systems to ensure transparency and accountability in achieving key performance indicators (KPIs).

# SKILLS & ABILITIES

- ♦ **Leadership and Vision:** Demonstrated ability to lead, inspire, and develop large teams in a dynamic public sector environment.
- ♦ **Communication:** Exceptional communication skills, both verbal and written, with an ability to engage with diverse stakeholders including elected officials, city officials, community members, and public agencies.
- ♦ **Strategic Thinking:** Strong capacity for long-term strategic planning, aligning city goals with operational realities and future challenges.
- ♦ **Financial Acumen:** Expertise in budget management, financial forecasting, and resource allocation, particularly in environments with constrained financial resources.
- ♦ **Collaboration:** Ability to foster strong partnerships with community organizations, governmental agencies, and private sector stakeholders.
- ♦ **Cultural Competence:** Experience working with diverse populations and demonstrated ability to promote equity and inclusivity in a governmental context.
- ♦ **Problem Solving:** Strong analytical skills and the ability to navigate, influence, and make data-driven decisions to resolve complex city issues in a political environment.
- ♦ **Crisis Management:** Proven ability to navigate and manage city operations through emergencies and critical incidents with calm, decisive action.



# MINIMUM QUALIFICATIONS



- Bachelor's degree in public administration, business administration, or a related field (Master's degree preferred).
- At least ten (10) years of progressively responsible experience in public administration, including seven (7) years of executive-level leadership in a complex and diverse organization.
- Demonstrated experience in change management, including the ability to lead organizational transformation, implement systems improvements and new processes, and effectively manage stakeholder engagement during periods of intense change.
- Experience managing large municipal or public-sector operations, including strategic planning, budgeting, personnel management, and intergovernmental relations.
- Proven track record of advancing diversity, equity, and inclusion (DEI) initiatives in public or private sector leadership roles.
- Demonstrated experience mitigating and reducing the impacts of the human-made climate crisis and prioritizing environmental justice initiatives.

# ADDITIONAL INFORMATION



## **Work Environment**

- Primarily office-based, with frequent engagement in public meetings, community events, and intergovernmental discussions.
- Occasional evening and weekend work may be required.
- Travel within the region may be necessary to represent the City of Portland in meetings and conferences.

## **Supervision Received and Exercised**

- The City Administrator works under the direction of the Mayor, exercising a high degree of independence in managing city operations.
- Direct supervision of a seven-person leadership team and other executive management direct reports, with indirect supervision of all city employees through subordinate managers.

## **Compensation and Benefits**

- Competitive salary commensurate with experience, aligned with the City's Pay Grade 66.
- Comprehensive benefits package including health, dental, vision, and retirement options.
- Paid time off, holidays, and access to professional development opportunities.

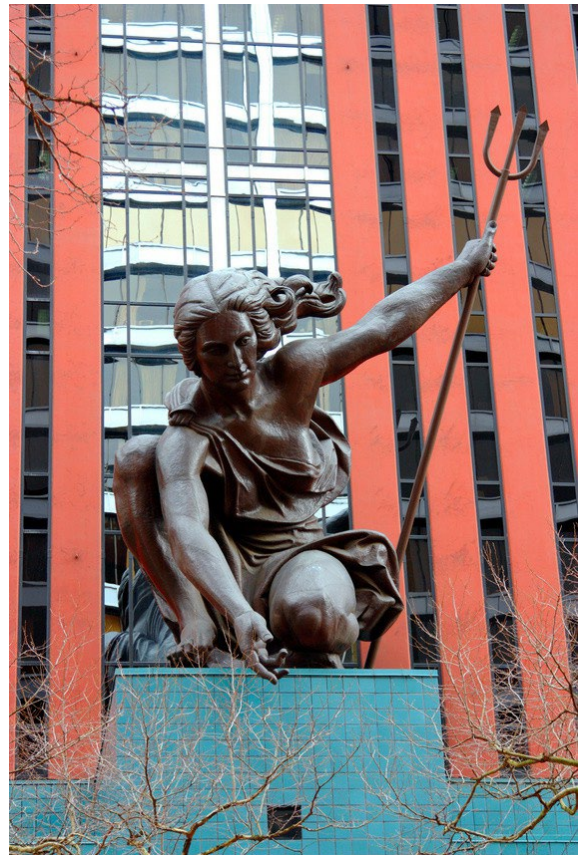
## **Special Requirements**

- Must be willing to undergo a background check.
- Demonstrated commitment to public service, equity, anti-racism, communication, collaboration, fiscal responsibility, and transparency.

POSITION ANNOUNCEMENT

# NEXT STEPS

If you would like to apply to be the City of Portland's next **City Administrator**, please go to \_\_\_\_\_



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