



Announcing recruitment for

Director, Oregon Zoo



CONTACT INFORMATION

The Oregon Zoo has exclusively retained the services of DHR International to lead a national search for the new Director. The DHR team is being led by James Abruzzo, Executive Vice President & Global Nonprofit Practice Leader.

All inquiries should be directed to:

James Abruzzo

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APPLICATION PROCESS

To apply, please submit the following information:

- **a cover letter**
- **salary history**
- **a current resume that reflects the size of staff managed and budget for prior positions.**

If you have questions regarding this announcement, please contact James Abruzzo at 212-883-6800 ext. 223.

This position will remain open until filled.

Metro is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

Director, Oregon Zoo

Do you love the idea of leading a zoo that prides itself on conservation, in a state known for its incredible wildlife habitat and strong environmental ethic? Then you might be just the person to take the helm of the Oregon Zoo, where a voter-approved bond measure and a spirit of innovation continue to transform this world-class destination. Thanks to public investments, a major new elephant habitat is slated to open this fall, a new education center is in the design phase, and new polar bear and primate exhibits will come next.

More than 1.6 million people visit the zoo every year, making it the most popular paid tourist attraction in Oregon. Visitors can explore 64 acres perched in a hilly, forested area of Portland – home to 2,000 animals representing 232 species of birds, mammals, reptiles, amphibians, fish and invertebrates. With nearly 60 endangered or threatened species, it's no wonder the zoo is involved in 21 species survival plans. Innovative conservation initiatives that go beyond zoo grounds have helped protect California condors, Oregon silverspot butterflies, Western pond turtles and more.

As the zoo director, you would oversee all day-to-day activities and lead the execution of an ambitious and strategic master plan. You would manage the zoo's financial resources and lead the recruitment, development and evaluation of professional staff. We're looking for a director who will create a culture of cooperation and support among the zoo's 193 regular employees, setting the tone for sustainable and humane operations. Be prepared to provide the zoo's general manager with both strategic and tactical

recommendations on challenges and opportunities. As the zoo's primary spokesperson, you would conduct media interviews, network with partners and make presentations to elected officials at the zoo's parent organization: the Metro regional government.

As part of Metro, the zoo plays an important role in the greater Portland region's unique form of elected government. Metro helps create a great place across the 25 cities and three counties in its boundary – from the Columbia River on the north to the bend of the Willamette River near Wilsonville, and from the foothills of the Coast Range near Forest Grove to the banks of the Sandy River at Troutdale. Led by an elected council, Metro manages the region's solid waste system, plans for future growth and transportation needs, serves as the steward of 17,000 acres of spectacular parks and natural areas, and oversees regional destinations such as the zoo, the Oregon Convention Center, the Portland's 5 Centers for the Arts and the Portland Expo Center. As zoo director, you would report to Metro's General Manager of Visitor Venues.



The Oregon Zoo receives about one-third of its \$39 million operating budget from Metro, while operating somewhat independently to serve area residents and tourists. Like many government-managed zoos, we collaborate with a supportive nonprofit foundation. You'll find passionate, savvy partners in the paid executive director and board at the Oregon Zoo Foundation. Working closely with the Foundation, you'll play a key role in their fundraising efforts to bolster operating expenses, exhibits and special projects.



Last but not least, you'll have the support of 1,500 experienced, dedicated and knowledgeable volunteers who provide hundreds of thousands of hours engaging with the public and working behind the scenes. The volunteers are a key component of the success of the zoo; they contribute to a culture of customer service, animal care, sustainability and education that are hallmarks of the Oregon Zoo.

When you're not busy taking the zoo to new heights, you'll get to experience the Portland metropolitan area as a resident. The region is nestled between the Oregon coast and Mount Hood, a short jaunt away from many hiking, biking, camping, fishing and skiing opportunities. Home to robust high-tech and sports apparel industries, our community offers a choice of many distinct cities and neighborhoods. Come see why we have an international reputation for coffee, beer, rain, bridges, trees and produce. And, of course, a world-class zoo.

SCOPE AND RESPONSIBILITIES

Leadership

- Continually review and reinforce the mission and values of the zoo;
- Relate effectively with all stakeholders, including members of Metro, the general manager, the foundation board and executive director, employees, volunteers, visitors and the community at large;
- Represent the zoo to the general public and to the professional zoo community in the US and abroad;
- Direct the planning of ongoing capital replacement projects;

External Affairs

- In support of the foundation, represent the zoo in fundraising activities; support the stewardship of loyal donors and the cultivation of new donor relationships;
- Actively participate in local civic and community activities and other various social events in support of the zoo and the foundation;



- Communicate and act as the liaison between the zoo and government agencies and elected officials;
- Actively position the zoo as an important civic and community entity;
- Oversee broad-based marketing and promotion campaigns; and
- Represent the zoo in the media.

Management

- Direct, lead, manage and motivate the full time, part-time and volunteer staff;
- Assign tasks, monitor performance and ensure that all activities and initiatives are properly executed;
- Prepare and oversee the annual operating budget;
- With the Metro representative for capital projects, insure the highest standards of construction, animal care and visitor amenities are built and maintained;
- Oversee and insure the success of programs and initiatives in education and conservation;

- Insure the proper care, feeding, husbandry, health and development of the zoo's animal and botanical collections and associated exhibits in accordance with industry standards, best practices and legal requirements;
- Maintain the overall financial integrity of the Zoo by monitoring associated operating revenues and expenses, contributions, capital expenditures and other related financial matters;
- Oversee the planning and scheduling of visitor enhancing activities;
- Perform other duties as assigned and exercise sound judgment in those situations not covered by established policies and procedures;
- Monitor and manage the contracts with vendors;
- Maintain the zoo's accreditation status with the Association of Zoos and Aquariums; and
- Maintain the zoo's compliance with all state, local and federally regulated programs.

EXPERIENCE AND SKILLS REQUIRED

The ideal candidate will possess the following:

- Extensive experience in the leadership and management of an accredited zoological park or aquarium, botanical garden, or museum, or;
- Executive leadership experience with the proven ability to support a group of subject matter experts, or;
- Executive leadership of a commercial visitor venue or entertainment complex, and;
- Prior experience working with a government structure, a board of directors, volunteers, civic and community leaders, the news media and professional associations;





- The ability to create a strong organizational culture while maintaining the principles and practices of personnel management and supervision;
- Proven experience in the preparation and fiscal management of operational and capital budgets as well as strategic and master plans; and
- Proven experience developing or overseeing public and education programs.

EDUCATION

Bachelor's degree required; Master's degree or higher preferred.

PERSONAL ATTRIBUTES

- Excellent interpersonal and organizational skills and the ability to work effectively with numerous stakeholders;
- Ability to operate entrepreneurially within the public sphere of a governmental authority;
- Behavioral acuity to understand and operate within complex organizational structures;
- Ability and demeanor to motivate employees, volunteers and other stakeholders;
- A recognized leader who can present a vision of the future;
- Strong verbal and writing skills and the ability to communicate effectively;
- Ability to analyze complex business, human resources and operating situations and identify solutions;
- Tactful, diplomatic, trusting, and approachable; team-oriented with good listening skills;
- * Demonstrated integrity, impeccable ethics and high moral values;
- Personal commitment to and interest in conservation; and
- A strong personal interest in the scientific, conservation and research elements of zoos and botanical gardens.

COMPENSATION

Competitive salary and a comprehensive benefit package will be offered to the successful candidate. Relocation (as may be needed) will also be provided.





Additional Information

Accommodation: Reasonable accommodation is available to anyone whose specific disability prevents them from completing this application or participating in this process. To obtain confidential assistance please contact Human Resources (503) 797-1570.

Public Employees Retirement System (PERS): New employees will pay the employee portion of the PERS contribution.

Veterans' Preference: Under Oregon Law, qualified veterans may be eligible for veterans' preference when applying for Metro positions. If you are a veteran and would like to be considered for a veterans' preference for this job, please provide qualifying documents as instructed during the application process.

Criminal background check: In order to protect the well being of its employees, the public and agency assets, Metro may conduct criminal background checks on candidates selected for Metro positions. **Criminal convictions do not necessarily preclude employment and will be considered on a case by case basis.** A background check will only be conducted if you are selected as a finalist for a position. If selected as a finalist, you will be contacted by Human Resources prior to the initiation of a background check.

Equal employment opportunity: All qualified persons will be considered for employment without regard to race, color, religion, sex, national origin, age, marital status, familial status, gender identity, sexual orientation, disability for which a reasonable accommodation can be made or any other status protected by law. Assistance will be gladly provided upon request for any applicant with sensory or non-sensory disabilities.

An Equal Opportunity/Affirmative Action Employer

Metro mission

We inspire, engage, teach and invite people to preserve and enhance the quality of life and the environment for current and future generations.

Values

Public service We are here to serve the public with the highest level of integrity.

Excellence We aspire to achieve exceptional results.

Teamwork We engage others in ways that foster respect and trust.

Respect We encourage and appreciate diversity in people and ideas.

Innovation We take pride in coming up with innovative solutions.

Sustainability We are leaders in demonstrating resource use and protection.

Metro at-a-glance

Clean air and clean water do not stop at city limits or county lines. Neither does the need for jobs, a thriving economy, and sustainable transportation and living choices for people and businesses in the region. Voters have asked Metro to help with the challenges and opportunities that affect the 25 cities and three counties in the Portland metropolitan area.

A regional approach simply makes sense when it comes to providing services, operating venues and making decisions about how the region grows. Metro works with communities to support a resilient economy, keep nature close by and respond to a changing climate. Together, we're making a great place, now and for generations to come.

Planning for the future

Community Investment Strategy

Metro partners with regional business and community leaders to develop an integrated investment strategy to maintain existing public structures and community assets, and target new investments that support the prosperity and livability of the region.

2035 Regional Transportation

Plan update Metro maintains a 25-year blueprint to guide the region's transportation investments.

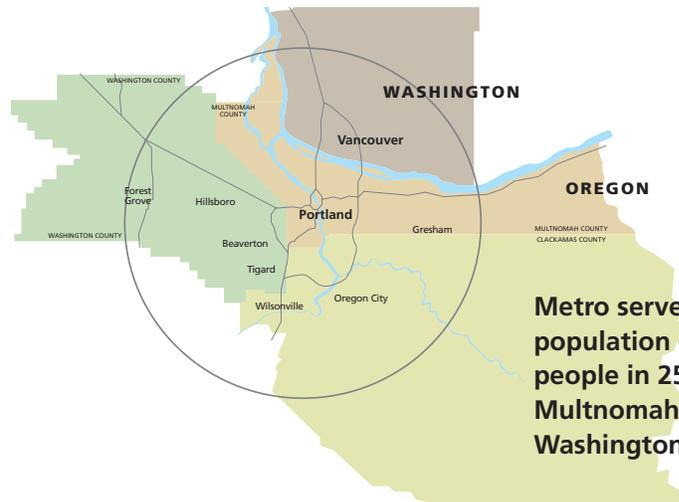
2040 Growth Concept Metro plans for the future from an innovative blueprint intended to protect farms, forests and natural areas and guide growth and development for the next 50 years.

Metro services

Parks and natural areas Metro protects 14,000 acres of parks and natural areas, including 11,000 acres purchased through two voter-approved bond measures. More than a million visitors enjoy Metro parks each year.

Public places Metro manages public places for the region and its visitors to enjoy including the Oregon Zoo, the Portland's Centers for the Arts, the Oregon Convention Center and the Portland Expo Center.

Garbage and recycling Metro oversees the region's recycling and garbage services, helping prevent, reuse, recycle or compost 57 percent of the region's waste in 2009.



Metro serves a diverse population of 1.5 million people in 25 cities within Multnomah, Clackamas and Washington counties.

Sustainable living Metro is a guide to sustainable living, providing practical tips to reduce waste, keep the air and water clean, and ensure a healthy environment for future generations.

Transportation Metro invests in transportation projects and expands travel options for getting around the region by bike, transit and a comprehensive trail system.

Maps and data Metro's Data Resource Center offers state-of-the-art mapping and analysis that can be used for everything from locating businesses to planning new transportation projects.

Development The Metro Council is forging new strategies and innovative partnerships to build vibrant communities, promote economic growth, and protect fish and wildlife habitat.

Planning Metro brings together community leaders to discuss issues, balance regional goals with local aspirations, and foster a collaborative atmosphere for creating a vibrant and sustainable region.

Funding

Where the money comes from Metro's annual operating revenues are more diversified than those of many local governments. Almost half of the revenue comes from solid waste disposal fees, admissions and sales (enterprise revenue). Property taxes are used primarily for bond payments authorized by the voters for the convention center, the zoo and for buying natural areas. General government activities, including land use planning, are funded by a small tax base and an excise tax paid on Metro facilities, services and regional waste disposal. Grants support transportation planning and some capital building projects in parks.

Where the money goes Metro uses its annual revenues to provide regional services, care for and improve the public's buildings and parks, and pay debt service on its bonds. Proceeds from bonds sold in 2007 and 2012 allow Metro to continue to acquire new natural areas to protect watersheds and habitat for future generations and to enhance facilities at the Oregon Zoo.

Governance structure

The Metro Council consists of a president who is elected region wide and six councilors who are elected by district every four years in non-partisan races. The president presides over the council, sets its policy agenda and appoints all members of Metro committees, commissions and boards. The chief operating officer reports to the Metro Council and manages operations.

Metro operates the region's visitor venues including the Oregon Zoo – and, in consultation with the Metropolitan Exposition and Recreation Commission, a seven-member citizen board – the Oregon Convention Center, Portland's Centers for the Arts, and Portland Expo Center. These venues host hundreds of events each year, drawing millions of people.

Metro Council President: Tom Hughes

Metro Councilors: Shirley Craddick, District 1; Carlotta Collette, District 2; Craig Dirksen, District 3; Kathryn Harrington, District 4; Sam Chase, District 5; Bob Stacey, District 6

Auditor: Brian Evans