

**THE ROGUE VALLEY COUNCIL OF GOVERNMENTS  
ANNOUNCES A RECRUITMENT FOR  
DIRECTOR OF SENIOR AND DISABILITY SERVICES  
IN JACKSON AND JOSEPHINE COUNTIES**

**Closing Dates:    Initial review – March 7, 2012  
Interviews -- April 9-13, 2012**

**THE POSITION:**

The Rogue Valley Council of Governments is seeking a Director of Senior and Disability Services to manage all aspects of a comprehensive service delivery system for seniors and persons with disabilities in southern Oregon. A major component of the Rogue Valley Council of Governments, the Department of Senior and Disability Services (SDS) has a history of innovation and advocacy in long-term care, aging, and disability services in Jackson and Josephine counties.

The department is a single point of entry for all residents who are elderly and disabled, delivering services under federal and state authority, such as the Older Americans Act, Medicaid Title XIX Long Term Care and Financial Assistance, Oregon Project Independence, and Adult Protective Services. The currently available budget to deliver services to the approximately 120,000 elderly and disabled adults in southern Oregon is a combined RVCOG and state of Oregon total of approximately \$73 million.

The SDS Director has direct management responsibility over 26 exempt and non-exempt staff, plus administrative oversight of 135 State of Oregon Department of Human Services employees across three sub-regional offices. The Director also has significant liaison duties with local and statewide elected officials, especially state legislators, plays an active role in the state Oregon Association of Area Agencies on Aging and Disabilities, and maintains close relationships with fellow Area Agency on Aging and Disability Directors across the state.

**QUALIFICATIONS:**

In order to be considered for this position, applicants must have a combination of education and experience equivalent to that outlined below, plus any other listed screening qualifications.

- Bachelor's degree in Social Work, Human Services, Public Administration, Healthcare Administration, or related field. Master's degree in Human Services or Public Administration is preferred.
- 5+ years of progressively responsible experience in a broad base of Human Services, Public Services, or Health Services is required, with 2+ years at an executive level.
- Passing a criminal background check is required.

**THE SUCCESSFUL CANDIDATE WILL ALSO BE EXPECTED TO DEMONSTRATE THE ABILITY TO:**

- Promote a culture of respect, inclusiveness, and appreciation of diverse perspectives, backgrounds, and values
- Manage a diverse and changing business line
- Develop and manage multi-million dollar budgets
- Act strategically and in a politically savvy manner
- Understand and operate within the legislative process
- Work cooperatively with state government officials, elected local, state and federal policy makers, disability and elderly advocacy leaders, local community based organizations, and with other related human services program leaders
- Generate new ideas and take initiative in improving services, processes, programs, and products
- Create and nurture a team approach to service delivery

**RVCOG:**

RVCOG is a voluntary association of local entities (cities, counties, special districts, and other special purpose entities), providing cooperative and specialized assistance for its membership. RVCOG provides a set of diverse services to the region, including Senior and Disability services, Transportation and Land Use Planning, Natural Resource Planning, Community Development, Training, and Grant Administration.

SDS is RVCOG's oldest and most established program area, and dates from the creation of RVCOG in 1968. The current Director is retiring in the summer of 2012 after more than 35 years in his position.

### **THE REGION:**

Jackson and Josephine counties, with a total population of just under 300,000, provide a recreational, commercial, and cultural hub for southern Oregon and northern California. The climate is fairly mild, almost Mediterranean, with an average high in the summer of 90°, and an average winter low of 32°. Rains are seasonal, and snow is infrequent in the lower elevations, although winter snowfall is significant in the abundant mountains.

One of the major benefits of living in the area is the year-round opportunity for outdoor recreation, including popular activities such as skiing, snowshoeing, white water rafting, boating, fishing, hunting, and hiking. Not only is Oregon's only National Park, Crater Lake, within easy driving distance, but the majority of land in the two counties is publicly owned. The region is also home to several major rivers, including a portion of the Rogue River designated as wild and scenic. Finally, the Oregon coast, the California redwoods, and the high desert of central Oregon, are all just several hours away by car.

The region is also rich in other attractions. The Ashland Shakespeare festival is an international tourist destination, as is the Britt Festival, the Pacific Northwest's premier outdoor summer performing arts series. There are also numerous theatres and galleries in the region, an extensive network of award-winning wineries, several excellent golf courses, and the region's National Historic Landmark, the old mining town of Jacksonville.

Finally, the region is well served with important major institutions – not only is it home to Southern Oregon University and Rogue Community College, but it also supports four hospitals with a total of almost 700 beds, along with an extensive regional network of medical providers. As a popular retirement destination, the region also offers a multitude of services and living arrangements for older residents.

With all the amenities that southern Oregon has to offer, perhaps the most attractive feature of the region is the feeling of community and shared purpose the residents feel. While each city fills a different niche and is proud of its own personality, there is an overwhelming regional identity that is shared, and celebrated, by southern Oregonians.

### **SALARY**

Salary range is \$61,067 to \$85,284, depending on qualifications.

NOTE: There is the potential for this position to be assigned increased responsibilities in the future—should that occur, the salary range could eventually be adjusted upwards.

### **HOW TO APPLY:**

Interested, qualified candidates should apply without delay. Application materials will only be accepted electronically. Please submit a resume and letter of interest demonstrating how you qualify for the position to [smorton@rvcog.org](mailto:smorton@rvcog.org). Full consideration is assured when application materials are received no later than **March 7, 2012**. All submissions will be acknowledged and will be held in strict confidence. It is anticipated that interviews for the position will be conducted the week of **April 9, 2012**, with the hiring decision made shortly thereafter.

If you are a finalist for this position, you will be asked to submit an application in addition to your resume and cover letter. You also will be required to submit background information, which may include fingerprints. If you refuse to comply with this required process, you will be automatically disqualified. A criminal background check will be conducted on all finalists for the position.

**For questions, please contact:** Sandi Morton, Human Resources Manager at 541-423-1334