

DIRECTOR

The Oregon Trawl Commission is seeking a proven innovative and hard-working leader with the ability to represent the industry in a compelling manner. For the past 55 years, the OTC has worked to improve the economic conditions for all commercially licensed harvesters and processors of Oregon's pink shrimp and groundfish fisheries.

The OTC's hard work has paid off. In 2007, Oregon's pink shrimp fishery became the world's first certified sustainable shrimp fishery certified by the Marine Stewardship Council. OTC led the way in 2014 for MSC certification of 13 species in the West Coast groundfish trawl fishery. In 2018, OTC is working to recertify the fishery with an additional four species. Today, 99% of all trawl caught species landed into Oregon are eligible to use the MSC logo.

We value someone who has the ability to lead growth in an industry by recommending programs to a board, then following projects from beginning to end. You'll need to be a self-starter who is comfortable working with a half-time staff while managing multiple priorities, and balancing technical information with communications and marketing projects. Flexibility and eagerness to learn is required. Must have the ability to work collaboratively with a variety of people who may express strong opinions.

Our mission is to enhance the image of the trawl industry and to increase opportunities, through promotion, education, research and by initiating, tracking and commenting on legislation and regulations. If you are passionate about OTC's mission and have an outstanding work ethic, we invite you to apply by **Friday, March 2, 2018 at 5 p.m.**

Here's more about what the Director's work includes:

- Liaison with industry,
- Recommending and carrying out non-branded promotion of Oregon pink shrimp and groundfish,
- Collaborating with Oregon's other seafood commodity commissions on joint promotion and outreach,
- Creating or overseeing communications (correspondence, newsletter, website, etc.),
- Primary spokesperson to
 - media,
 - staff and elected officials of Oregon ports, regional, state and federal governments,
 - non-government organizations, community groups, and others.
- Monitoring and reporting to the OTC on federal and state regulations that impact the pink shrimp and groundfish fisheries,

- Drafting an annual budget and overseeing periodic financial reports,
- Handling sensitive and confidential financial and business information with the utmost discretion.
- Guiding the Commission through goal-setting and recommending an annual operational plan,
- Supervising a half-time office manager, and
- Administrative projects per state and federal laws.

The OTC is funded through a mandatory assessment of .5 percent of the landed value; no other tax support. The Director has augmented OTC funding through successful grant applications and liaison with the undersea communication cable committees. The OTC spent approximately \$375,400 in 2016-17 on its programs. For 2017-18, the OTC budget totals nearly \$705,000 (In preparing its budget, the OTC includes a contingency that it will spend only in an emergency. At the end of the second quarter, expenses totalled \$194,687.)

The Director reports and makes recommendations to an eight-member policy-setting Commission that is appointed by the director of the Oregon Department of Agriculture. (The OTC is one of 23 industry-funded commodity commissions that operate under the umbrella of the's ODA's Commodity Commission Oversight Program.) Five commissioners represent harvesters, two represent processor interests in the industry; and one represents the public. The ODA director, the Oregon Department of Fish and Wildlife director, and the dean of the College of Agricultural Sciences at Oregon State University, or their representatives, serve as ex-officio non-voting members of the OTC.

Currently headquartered in Brookings, Oregon. Requires routine travel; several times a year, you may travel to attend meetings or trade shows for a week at a time. Possibility of working remotely after trial period. The position is a full-time professional position and is not eligible for overtime. The successful applicant will work the first six months as a probationary employee.

Excellent benefit package includes state retirement, health care, paid vacation, sick leave and state holidays. Salary starting range \$60,000-\$75,000, depending upon experience.

Minimum Qualifications:

1. At least 6 years of successful management experience developing and implementing plans and budgets for one of the following:
 - a business, **or**
 - a government program, **or**
 - an organization, **or**
 - an active nonprofit, **or**
 - serving in a leadership position as a volunteer.

2. A record of success as a dynamic, innovative and visionary leader with good judgment. Must have proven ability to motivate, collaborate, and attain consensus to achieve results. Must exhibit lifelong learning.
3. Excellent verbal and written skills in communicating with different audiences. Ability to represent the industry in a compelling, engaging and effective manner. Comfortable with public speaking in large meetings as well as in small groups, whether in a planned or informal setting.
4. High ethical standards.
5. Strong organizational skills and analytical ability, good judgment and effective use of time-management skills.
6. Functional computer skills in Microsoft Office applications.

Requested Skills:

1. Demonstrated success motivating volunteers and/or boards and in organizing and managing meetings.
2. Demonstrated success in writing grants, business proposals, or a plan of work for fund-raising.
3. Experience in budgeting and financial management.
4. Experience supervising and delegating work.
5. A Bachelor's degree or higher in business administration, public administration, communication, marketing, fisheries science management, or similar concentration.
6. Demonstrated motivation and initiative.
7. Demonstrated ability to work with a variety of people and personalities.
8. Experience developing and implementing communication (including social media) or marketing plans.
9. General knowledge of the commercial fishing/seafood industry or related fields.
10. Ability to lift up to 50 pounds, with or without accommodation.

Learn how to apply at ortrawl.org and click on Director Recruitment.

Send application materials:

1. completed Supplemental Questions 1-18,
2. a cover letter of not more than two (2) pages,
3. a resume of not more than three (3) pages, and
4. three (3) professional references that state the nature of your working relationship.

In your cover letter, explain why you want to be the OTC Director and how you are qualified to work with the OTC. Your resume must address your experience in the areas listed under Minimum Qualifications.

Send your application materials to two (2) locations:

OTC Director Search
Oregon Dept. of Agriculture Commodity Commission Program
1207 NW Naito Parkway, Ste. 104
Portland, OR 97209

OTC Director Search
Oregon Trawl Commission Office
16289 Highway 101 S., Suite C
Brookings, OR 97415

Complete applications must be received by **5:00 p.m. Friday, March 2, 2018**. No fax or e-mail applications accepted. Only complete applications will be considered. Be sure to answer Supplemental Questions 1 through 18.

ADDITIONAL INFORMATION:

As a professional, the Director works at least 40 hours a week on a five-day a week basis, or as specified by the Commission. Maintains a professional office and maintains relationships with the fleet in four Oregon port cities on the coast. Travel out of town, periodic weekend work and overnight travel required.

Director is required to sign confidentiality statement with ODFW.

Must be able to be bonded by the state of Oregon.

Must have a valid passport, or be able to obtain one, and be able to travel internationally.

Must have, or be able to obtain, a valid Oregon driver's license; have a good driving record and a reliable automobile and proof of insurance coverage; or be able to provide an alternative method of transportation that is acceptable to the OTC. Routine private vehicle travel on the Oregon coast and inland.

Employment with the OTC may be contingent on the outcome of a DMV check. Driving records will be reviewed for finalists. By submitting your application, you authorize the ODA to conduct a DMV check. Out-of-state finalists will be contacted to supply a copy of their driving record.

The pay listed in this announcement may change without notice.

If you are an eligible veteran and you meet the minimum qualifications, veteran's preference points will be added to your score. To receive veteran's preference points, you **MUST** attach:

- A copy of your DD214/DD215 form; OR a letter from the US Dept. of Veteran's Affairs indicating you receive a non-service connected pension for the five (5) point preference.
- A copy of your DD214/DD215 form; OR a letter from the US Dept. of Veteran's Affairs indicating you receive a non-service connected pension; AND a copy of your veteran's disability letter from the Dept. of Veteran's Affairs for the ten (10) point preference.