

Oregon Community College Association Executive Director Criteria

Oregon Community College Association seeks an exceptional servant leader who will elevate and advance the role of Oregon community colleges statewide and who is:

- **A Collaborative, Future-Focused, and Strategic Leader** who:
 - Skillfully leads our complex organization and unites the Association's diverse membership around a shared vision and strategic goals.
 - Tirelessly advocates for Oregon's 17 Community Colleges, and the diverse students and communities they serve.
 - Fosters partnerships to amplify shared Oregon community college priorities and values.
 - Demonstrates a commitment to student success and student-centered policy initiatives.
 - Understands the changing higher education landscape and anticipates future trends including innovations around technology and workforce development.

- **An Authentic, Connected Communicator** who:
 - Models integrity and trustworthiness and is visible and approachable.
 - Builds networks by strengthening and nurturing relationships with members and partners.
 - Demonstrates a real understanding of Oregon's community colleges, their locally elected policy governance boards, and the pivotal role colleges play in the state's educational, professional/technical, and workforce framework.
 - Compellingly and transparently communicates in a multitude of venues and with diverse audiences at the local, state, regional, and national levels.
 - Advances the work of Equity, Diversity, and Inclusion within and outside the Association.

- **An Accomplished Professional** who:
 - Has an established record of effective personnel and financial management working with a high-functioning team of professionals.
 - Inspires staff to perform at high levels, supports their growth and development, holds self and others to high standards, and ensures accountability for performance.
 - Possesses fiscal acumen, responsibly stewards the Association's budget, and leverages its limited resources to develop innovative, value-added services for members.
 - Is politically savvy, and effectively supports legislative advocacy and policy development by providing strategic vision around Association priorities.
 - Leads by doing. Digs into the work as both a working manager and a visionary leader.