



July 2, 2010

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HUMAN RESOURCES MANAGER
Marion County, Oregon
Salem, OR

We serve the public to protect, promote, and enhance a positive quality of life in Marion County.

Our client, Marion County, Oregon (www.co.marion.or.us), is seeking a Human Resources Manager to join their management team. Marion County is a growing community located in the heart of the Willamette Valley, one of the most fertile and agriculturally productive regions in the world. The area is dotted with cities, farms and forest and is considered one of the most livable areas of the country, offering a low cost-of-living, quality schools, and mild weather. The county covers 1,194 square miles and has a population of approximately 302,135. There are 20 incorporated cities and 37 unincorporated communities in Marion County. Salem, the county seat and the state capital, is one of the valley's oldest cities and the second largest city in Oregon. The principal industries are agriculture, government, food processing, lumber, manufacturing, education, and tourism. Marion County has both private and public schools, pre-school through university level. There are four universities and two community colleges within a 30-mile radius.

Marion County is rich with parks, rivers, lakes, and recreational activities, including hiking, fishing, biking, boating, equestrian trails, organized children's sports and activities, Saturday artisans markets, theatre, museums, art and music fairs, and the Oregon State Fair. A short driving distance to the east there is world class skiing in the Cascade Mountains. To the west are many beautiful public beaches on the Pacific Ocean. To the north is Portland, Oregon's cultural hub and largest city, and to the south are the rivers and canyons of the beautiful Rogue Valley and the annual Shakespearean Festival in Ashland.

A three-person, elected Board of Commissioners and a Chief Administrative Officer govern Marion County. The county employs 1,550 full-time, part-time and temporary employees, many of whom are represented by one of the five bargaining units. Marion County government provides community services and resources, including property assessment and tax collection, children and family resources, elections, licensing and records, justice courts, district attorney's office for criminal prosecution, support enforcement, and victims assistance, public and behavioral health, housing, juvenile programs, public works programs, jail, and law enforcement services.

With a staff of 65, the Business Services Department assists the Board of Commissioners and Chief Administrative Officer in managing county operations by providing services that support departments in delivering their services to customers and clients. Human Resources is one of four programs within Business Services, along with Administration, Facilities Management, and Risk Management. The Human Resources Manager is responsible for recruitment, testing and selection, employee relations, classification and compensation, labor relations, affirmative action, training and organizational development, and HRIS.

Expected outcomes for this position within the first 12 months include:



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By the end of the first 60 days, to have met key stakeholders (including executives, management, county counsel, human resources staff, labor representatives, external partners and consultants) for the purpose of building effective relationships, listening, and gaining an understanding of roles, perspectives, issues and needs.

By the end of the first 120 days, to have developed and prioritized HR objectives, including those already underway, to support Marion County's short and long-term goals, for presentation and approval by management.

By the end of the first 150 days, to have begun implementation of priority objectives, subject to approval.

By the end of the first year of employment, to have achieved a smooth transition into the organization, be seen as a valued technical resource, trusted advisor, and effective business partner to the executive management team, department and division representatives.

We are seeking candidates who can demonstrate any combination of education, training and experience which would provide the knowledge and ability to successfully perform these duties and achieve these expected outcomes. Our client believes the following portrays the qualifications they seek: a bachelor's degree from an accredited college or university with a major in business, public or human resources administration or closely related field; an advanced degree and/or human resource professional certifications are highly desirable (e.g. HRCI Certified Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR)); at least 10 years of progressively responsible experience in human resources in the public sector or large corporate organization with at least 5 years supervising/managing three or more human resources functions, such as: classification and compensation, recruitment, testing and selection, training and organizational development, collective bargaining, preferably with public sector unions; public sector experience in a multifunctional organization (e.g. county, city), and demonstrated knowledge of labor relations.

Marion County seeks a manager who is a persuasive, compelling leader, driven by mission, vision and values, and one who will inspire and support staff to achieve goals and produce high quality results; a manager with exceptional interpersonal and communication skills, who is politically astute, strategic, innovative and collaborative in meeting the needs of the county and individual departments.

This is a great career opportunity to join an organization with a strong and cohesive management team in a community with much to offer. A competitive compensation package with a current base salary up to \$90,459.20 annually (depending upon qualifications and experience) plus excellent benefits are offered. This position is located in Salem, Oregon. Pre-screened, selected candidates will be invited to interview with our client on August 23 and 24, 2010.

For confidential consideration, at your **earliest convenience** and no later than July 30 2010, please e-mail your chronological resume, cover letter and compensation expectations to Cathy Lexin, Vice President c/o Blanca Topper at:

HRMarion@wilcoxcareer.com



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