



CITY OF GRANTS PASS, OREGON
CLASS SPECIFICATION
DEPARTMENT DIRECTOR

FLSA Status : Exempt
Bargaining Unit : Non-Bargaining
Salary Grade : UE1-UE5/PF1

CLASS SUMMARY:

The Department Director is a high-level management professional in a four level Management Series. Incumbents are responsible and accountable for directing a City Department including its personnel, budget, and resources. Responsibilities include making recommendations to the City Council and City Manager, developing and implementing policy initiatives, setting the tone, climate, vision, and strategic plan for the department, ensuring compliance with statutory responsibilities and directives, and developing multi-jurisdictional approaches as necessary or appropriate. Incumbents provide general direction of daily operations, establish and conduct liaison with community groups, boards, and commissions, and provide the highest level of analysis and recommendation. Duties include the direction and support of the City Council annual work plan and participation on the Executive Staff team for organizational planning, problem-solving, issue resolution, and organizational development.

Incumbents perform the full range of supervisory duties for professional and support staff including directing work, training and coaching, discipline, and performance evaluation of subordinates.

CORE COMPETENCIES:

- ***Integrity/Accountability:*** Conducts oneself in a manner that is ethical, trustworthy and professional; demonstrates transparency with honest, responsive communication; behaves in a manner that supports the needs of Council, the citizens and co-workers; and conducts oneself in manner that supports the vision and goals of the organization taking pride in being engaged in the community.
- ***Vision:*** Actively seeks to discover and create ways of doing things better using resources and skills in an imaginative and innovative manner; encourages others to find solutions and contributes, regardless of responsibilities, to achieve a common goal; and listens and is receptive to different ideas and opinions while solving problems.
- ***Leadership/United:*** Focuses on outstanding results of the betterment of the individual, the organization and the community; consistently seeks opportunities for coordination and collaboration, working together as a team; displays an ability to adjust as needed to accomplish the common goal and offers praise when a job is done well.

ESSENTIAL CLASS DUTIES: These duties are a representative sample; position assignments may vary.

- Directs the implementation of policy and operational goals through department divisions and programs in response to service demands and consistent with performance standards.
- Supervises management, professional and support staff including coordinating and directing work flow, making work assignments, training, making disciplinary and hiring decisions and conducting performance evaluations including responsibility for department-wide employee relations functions.

Employees of the City of Grants Pass uphold the values of Integrity, Vision, Accountability, Leadership, United and Excellence in our service to our community.

- Prepares and presents written and oral reports to the City Manager, Council, boards, commissions, other governmental agencies, and community groups including the presentation of findings related to executive and elected officials' requests for research and information.
 - Convenes and participates in recurring and specialized meetings and workshops including internal staff meetings, City Council meetings, Council workshops and task forces, and community groups representing the department and providing for knowledge transfer and exchange.
 - Directs the preparation and implementation of the department's annual operating budget and capital budgets consistent with program goals and objectives; responds to requests from City Manager and Budget Committee members, and other departments regarding the department budget request, and in the preparation of annual comprehensive financial statements.
 - Conducts community relations activities related to policy and operations anticipating and mitigating issues and concerns.
 - Establishes annual department goals including ongoing confirmation and/or recommended updating of strategic direction and monthly report of the status of progress to goals.
 - Performs other duties of a similar nature or level.
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Training and Experience (positions in this class require):

A Bachelor's Degree in a related field and five years of directly related departmental or administrative management experience are required; a Master's Degree is preferred and, based upon assignment, an additional three years of directly related experience may be required; or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above.

Licensing Requirements (positions in this class require):

- Oregon Driver's License – Class C
- NIMS ICS 100, 200, and 700 certifications within 6 months of appointment
- NIMS ICS 300 as soon as available for completion

In addition to the above requirements:

Community Development:

- *American Institute of Certified Planners (AICP) certification is desired*

Finance:

- A Certified Public Accountant license may be required

Fire Rescue:

- NIMS ICS 400 and 701 certifications
- DPSST/NFPA Fire Officer 2 or above (Fire Officer 4 and/or National Fire Academy Executive Fire Officer certification (EFO) or Chief Fire Officer Designation (CPSE or state certified) preferred);
- Emergency Medical Technician - Basic

Human Resources:

- IPMA-HR Senior Certified Professional may be required
- NPELRA Certified Labor Relations Profession (CLRP) is desired

Police:

- Oregon DPSST Police Officer Certification at hire or within 6 months of appointment
- Oregon DPSST Management Certification within 24 months of appointment
- Pass and maintain firearm qualification/certification

Public Works:

- Registration as a Professional Engineer in the State of Oregon is desired
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Knowledge (positions in this class require):

Knowledge of:

- Essential functions and skills of department personnel;
 - Conflict resolution;
 - Public administration principles and practices;
 - Personnel administration;
 - Budget management principles and practices;
 - Effective and efficient public relations;
 - Educational methods and instructional techniques;
 - Personnel policies and procedures and labor contract provisions;
 - Personal computers and related software programs;
 - Applicable City policies and ordinances; and,
 - Applicable Federal, State, and local laws, rules and regulations.
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Skills (positions in this class require):

Skill in:

- Public speaking and presentation;
 - Administering large public enterprises;
 - Managing multiple priorities effectively;
 - Managing within a City governmental infrastructure;
 - Application of services delivered by the applicable department;
 - Using a computer and related software applications;
 - Providing positive, effective leadership and supervision to staff;
 - Appropriate and effective independent decision making;
 - Verbal and written fluency in the English language;
 - Supervision of staff;
 - Maintaining confidentiality;
 - Communication, interpersonal skills as applied to interaction with coworkers, supervisor, the general public, etc. sufficient to exchange or convey information and to receive work direction.
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Physical Requirements:

Positions in this class typically require: talking, hearing, and seeing, fingering and repetitive motion.

Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.

Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Positions in this class require regular attendance and punctual employee presence. Incumbents may be required to work hours in excess of a 40-hour workweek, attend evening meetings and travel. Must be able to provide credible sworn testimony as needed.

Directors in the Police and Fire Departments must be 21 years of age or older at the time of hire.

Note:

The above job description is intended to represent only the key areas of responsibilities; specific position assignments will vary depending on the business needs of the department. When job duties and responsibilities change and develop, this job description will be reviewed and is subject to change based on business needs of the City.

Police and Fire Directors must successfully complete a detailed background investigation as set forth by DPSST, including a criminal history check, psychological fitness evaluation, physical and drug screen prior to hire.

All other Directors must successfully pass a detailed background investigation, credit check, criminal history check, and drug screen prior to hire.

Classification History:

Adopted by Council July 2, 2008, Resolution No. 5379

Revised August 13, 2014; June 22, 2018, September 1, 2021 (add Fire Rescue)