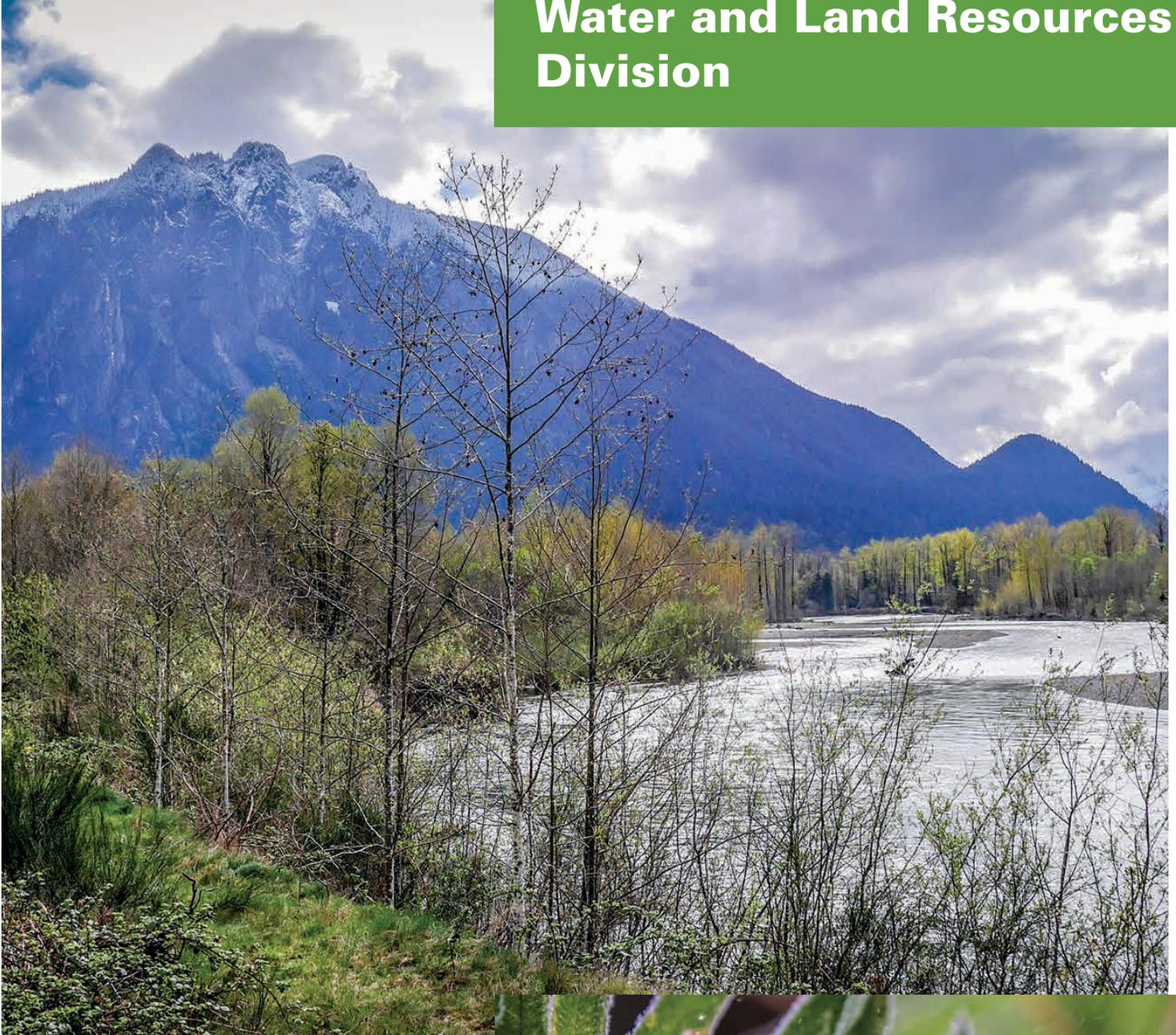


**DIVISION DIRECTOR**  
**Water and Land Resources**  
**Division**



***Your interest  
is invited by  
October 17, 2016***





Located on Puget Sound in Washington State, and covering 2,134 square miles, King County is nearly twice as large as the average county in the United States. With just over 2 million people, it also ranks as the 13th most populous county in the nation. King County is an increasingly diverse and dynamic community with a global flavor, an economy that is growing, and an environment where people and businesses can thrive. King County is comprised of 39 cities and is truly an international destination with over 100 languages spoken in the region and 30 million visitors annually.

King County is home to the City of Seattle, suburban cities, small towns, islands, and rural communities as well as forests, bodies of water, and farmlands. Cities within King County frequently appear on “Best Places to Live” lists. Many of the communities have highly rated schools, nationally known restaurants, vibrant recreation, and numerous cultural opportunities. Housing options range from easy to access islands, downtown high-rises, and distinct Seattle neighborhoods to suburban developments that boast walkable amenities. Transportation options are abundant and include ferries as well as robust rail, bus, and freeway systems.

Home to the University of Washington, Amazon, Microsoft, Seattle Seahawks and Expedia, this is an area that appeals to dynamic and progressive thinking companies and individuals. The moderate climate combined with breath-taking beauty and the contrasting geography of water and mountains, encourages a wealth of year-round outdoor activities such as sailing, kayaking, skiing, and hiking.

King County offers a life that balances favorable working and living conditions in a community that focuses on sustainability.

## King County Government

King County government is one of the region’s largest employers (14,000 employees) and has a biennial budget in excess of \$8.9 billion. The County is organized under the Council-Executive form of county government with the Metropolitan King County Council acting as the policy-making legislative body of the County and the County Executive serving as the Chief Executive of the County. Nonelected department directors report up to the Executive. There are a total of nine non-elected departments within the County organization including the Department of Natural Resources and Parks (DNRP).

## Overview of the Water and Land Resources Division

The Water and Land Resources (WLR) Division is one of four divisions within the King County Department of Natural Resources and Parks (DNRP). It is a dynamic, high performing natural resource management agency comprised of approximately 350 employees with a biennial \$172 million operating and \$187 million capital budget. We provide high quality public services that reflect best scientific and engineering practices to meet our customers’ expectations, enhance the quality of land and water resources, and protect the quality of life in King County.

The WLR Division provides both regional and local services for King County residents. Regional services include flood hazard reduction and emergency response, hazardous waste management, noxious weed control, agriculture and small lot forestry practices, watershed planning, and environmental laboratory services. Local services include storm water management, habitat restoration, and scientific analyses.



The division consists of six sections with the following responsibilities:

- Finance and Administration – manages four major special revenue funds and multiple capital funds; federal, state and local grant programs; and budgetary, accounting, billing and administrative services.
- Science and Technical Support – provides analyses and monitoring services to support regional environmental management provided by King County and the Puget Sound region. The services include support of water quality and regulatory monitoring for wastewater, solid waste, and stormwater programs; modeling and analysis to support river restoration; and evaluation of environmental standards.
- Stormwater Services – provides drainage and water quality services for unincorporated King County including compliance with the Phase One Municipal NPDES stormwater permit, inspection and maintenance of stormwater facilities, implementation of source control programs, and construction of capital projects.
- River and Floodplain Management – implements a comprehensive countywide program including regulatory controls, emergency response, programs to reduce flood hazards, and the construction and maintenance of over 500 flood protection facilities along King County's six major rivers.



- Environmental Laboratory – provides full service specialized sampling and analysis services, including trace metals, trace organics, conventional, microbiological and aquatic toxicology to DNRP, as well as multiple other entities throughout the region.
- Rural and Regional Services – provides current use taxation programs, countywide noxious weed program, hazardous waste management services, habitat restoration projects, salmon recovery, watershed coordination and stewardship services, land acquisition and management of King County's Transfer of Development Rights and Mitigation Reserve Program.



## Responsibilities of the Division Director

The Division Director is responsible for the implementation of WLR Division's vision and strategic business plans, directing and supervising operational and maintenance activities, agricultural and forestry services, and ensuring compliance with all regulatory, environmental, and safety requirements. The Director assumes responsibility for day-to-day operations, short and long term planning and implementation, and directing 350 personnel to provide:

- Regional leadership
- Innovation to deliver services efficiently
- Emergency flood and spill response
- Sustainable environmentally sound operations

This position will build partnerships and strong working relationships with contract agencies and elected officials as well as local, regional, state, and federal stakeholders and customers. The Director is the primary liaison of the King County Flood Control District to ensure that policy and programs are delivered as directed and that the district Board of Supervisors are appraised of the operational and emergency response activity undertaken by the WLR Division to protect public safety.

The Division Director leads the management team and all employees to advocate and support the mission and vision of the Division. The Director is responsible for ensuring that we protect public safety and ecosystem functions in watersheds throughout the County. The division has developed programs for flood hazard protection, storm and surface water, land acquisition and management, agriculture, forestry, habitat restoration, design and construction of drainage and water quality facilities.

This position is responsible to incorporate principles of Equity and Social Justice in WLR Division's plans, policies and programs. WLR Division is committed to implementing the Equity and Social Justice work-program to increase fairness and opportunity for all. This means giving people meaningful opportunity for public participation, and including efforts for inclusiveness in how we communicate news and information, and improving our

infrastructure cost-effectively to support King County's increasingly growing and diverse population.

The Division Director guides all work related to sustainability and resiliency through the division sustainability work plan identified in the King County 2015 Strategic Climate Action Plan. Specifically, the Director leads WLR Division's work to achieve ambitious carbon neutrality targets, meet energy conservation goals at the Environmental Laboratory, prepare for the impacts of a changing climate, and ensure that King County continues to lead on climate action. The Director also ensures that work of the Land Conservation Initiative is well supported with relevant data, conservation targets and analysis.



## The Ideal Candidate

The ideal candidate will provide strong leadership and management to the organization and successfully implement WLR Division's strategic mission and vision, as well as establish the organization's policies and priorities. Additionally, the Division Director will provide strategy and policy recommendations to the Department, King County Executive, and as needed, the elected body.

In addition to being a highly seasoned leader of programs and people, the ideal candidate will have:

- Strong public service ethic with clear leadership, people management and problem solving skills.
- Ability to understand diverse lines of business, evaluate and resolve complex problems, understand large complex organizations and ensure the effective delivery of services.
- The ability to make good business decisions based upon a mixture of analysis, experience, judgment and knowledge of current practices, trends, and information.
- The ability to motivate a diverse staff to share a common vision and mission.
- Ability to use Lean principles to analyze, evaluate and improve functions across the Division.
- The ability to establish and maintain effective working relationships with a diverse group of people.
- Excellent oral and written communications skills and the ability to communicate diplomatically on sensitive issues.
- A sense of humor.



Other desirable personal qualities and attributes of the ideal candidate will include:

- **Passion for creativity and driving innovation**, continuous improvement, and efficiencies;
- **Political savvy**;
- **Managerial courage**, and the ability to **incorporate conflict management** and collaboration skills based on situational needs;
- **Strategic agility** in leading and directing a large, complex organization; able to skillfully maneuver in a political and highly unionized environment;
- **Build effective teams and motivate others**;
- **Recruit, develop, and retain the most qualified and diverse** talent;
- **Deal with ambiguity** in a large, complex environment; and
- **Strong decision-making skills** with a combined focus on vision and purpose.

In summary, the Division Director will quickly be able to recognize where the organization currently is and where the organization needs to go to ensure future success. Additionally, with a personal and professional commitment, the new Director will be able to integrate into the community and be part of the region's future success. The successful person will bring sound professional judgment, tact, courtesy, and unquestioned integrity to this position. A dose of humility and appreciation for the hard work and contributions of all staff as well as sustaining the environment will also serve the new Director well.

## Qualifying Education and Experience

**Education:** A bachelor's degree in environmental engineering or planning, ecology, natural resources management, public administration, or closely related field or an equivalent combination of education and experience. An advanced degree may be a plus combined with career experience.

**Experience:** At least ten years of natural resources or utility experience including leadership activities in finance, legislative, and/or policy analysis for a public agency or private firm.

## Compensation and Benefits

The salary range is \$132,499 - \$167,951 annually; placement within the range is based on qualifications and career history. In addition, King County offers a competitive benefits package including medical, dental, vision, and life insurance benefits for the whole family and domestic partner, a competitive sick leave and vacation plan, twelve holidays annually, and participation in the State's Public Employees Retirement Plan (PERS), as well as the option of participating in the County's deferred compensation plan (a 457 plan). King County provides its employees with a free transportation pass (good on most transit systems in the Puget Sound region). More information can be found online at [www.kingcounty.gov/employees/benefits.aspx](http://www.kingcounty.gov/employees/benefits.aspx)

Candidates should be aware that the State of Washington does not impose an income tax.

## To Be Considered:

Interested candidates should submit a compelling cover letter, comprehensive resume and King County Application Form online at [www.kingcounty.gov/jobs.aspx](http://www.kingcounty.gov/jobs.aspx). This employment opportunity is open to everyone for application. However, first consideration will be provided to applications received by October 17, 2016. References will not be required to be submitted or contacted until a contingent offer has been made.

Candidates chosen for additional consideration will be interviewed by the Director for the Department of Natural Resources and Parks, various other leadership from other divisions within DNRP as well as meet other team members of the WLR Division staff. The Director of DNRP will make a final recommendation to the King County Executive. This position is appointed by and serves at the discretion of the King County Executive. The evaluation and selection process may consist of a supplemental questionnaire, assessment evaluation or written exercise(s) to further evaluate relative experience and overall suitability for this position.

Should you have any questions regarding this position or the recruitment process, please contact **Michael Strutynski**, WLR Division Human Resources at **206-477-4832** or [michael.strutynski@kingcounty.gov](mailto:michael.strutynski@kingcounty.gov)

