

# EXECUTIVE DIRECTOR



**LRAPA**

Lane Regional Air Protection Agency

EXECUTIVE SEARCH PROVIDED BY





# THE REGION

Lane County Oregon, situated at the southern end of the picturesque Willamette Valley, stretches for 150 miles from the Cascade Mountains to the Pacific Ocean. The Willamette River flows the entire length of the valley and is bordered on three sides by majestic mountain ranges. Interstate 5, which runs north and south from the Canadian to Mexican borders bisects the County. Lane County is 4,722 square miles in size and its 2019 population was 382,067, with the incorporated cities of Eugene and Springfield comprising approximately 60% of the county's total population.

Embraced by the scenic Willamette and McKenzie Rivers and home to a 92.9 mile segment of the Pacific Crest Trail, the area is a natural gateway to outdoor adventures in the area's beautiful surroundings. Lane County's mild winters and warm summers make the region a great home for both outdoor enthusiasts and their city-dweller counterparts. The area affords ample room for beachcombing, bike riding, skiing, hiking, hunting, fishing, backpacking, and camping while its metropolitan center offers a dynamic mix of arts and culture, shopping, dining, sporting events, and entertainment. Quaint, rural communities are home to historic covered bridges, award-winning wineries, art galleries, fish hatcheries, antique shops, and roadside cafes, all exuding small-town charm.

## THE AGENCY

Air pollution control in Lane County began in the early 1950's with the Eugene Fire Department. A separate air pollution control office was established within the Eugene City government and remained there until the State of Oregon authorized the creation of regional air protection agencies to encourage local action on air pollution issues. LRAPA was created in 1968 when the county, Eugene and Springfield entered into a joint agreement creating a three member board.

LRAPA is the local air quality protection agency for southern Willamette Valley with a jurisdiction covering Lane County, Oregon. Its member jurisdictions include Lane County and the cities of Eugene, Springfield, Cottage Grove, and Oakridge. Its purpose is accomplished in a manner that reflects local priorities and goals while also meeting federal and state air pollution control requirements and health-based standards. LRAPA carries out its mission to protect and enhance air quality through a combination of regulatory and non-regulatory programs and activities.

Today, LRAPA is directed by a nine-member board of directors which is the policy-making arm of the agency. Membership includes four representatives from the city of Eugene, two representatives from the city of Springfield, and one representative each from Lane County, the city of Cottage Grove, and the city of Oakridge. Board seats are filled by elected and appointed citizens placed by their respective city councils and county board of commissioners. The Agency also relies on additional public input from its Citizens Advisory Committee which includes representatives from industry, environmental, public health, fire suppression, agriculture, community planning, and the general public.

# ABOUT THE POSITION

The LRAPA Board of Directors appoints the Executive Director, who hires and directs LRAPA's professional and technical staff of 19. LRAPA is a small agency but fosters strong relationships with stakeholders on a local, state, and federal level. Its mission is to protect public health, community well-being, and the environment as a leader and advocate for the improvement and maintenance of air quality in Lane County. The Agency fulfills this mission by managing programs that:

- Educate the community and seek public support for progressive programs to reduce air pollution
- Reduce emissions where potential air quality or health concerns exist
- Ensure industrial sources and individual citizens comply with air quality regulations

The Executive Director leads the Agency's technical and professional staff in the following areas:

**Administration, Planning, and Public Outreach** - provides support to all internal and external agency services; identifies present and future air quality problems, develops necessary management and control strategies; and promotes the understanding, causes, and prevention of air pollution through various education strategies. The administrative staff provides support to all external services, handles complaints from the public, provides financial services, and human resource management support.

**Compliance Operations** - provides enforcement, permitting, and compliance of all regulations through operational conditions, inspections, and enforcement procedures. The Agency manages 300-plus permitted industries, including 15 Title V companies. Permitting establishes conditions under which regulated industrial sources may operate to minimize air pollution. Compliance is assured through inspections and enforcement actions taken to correct violations as needed. Special programs include asbestos abatement regulation and enforcement of open burning rules and regulations.

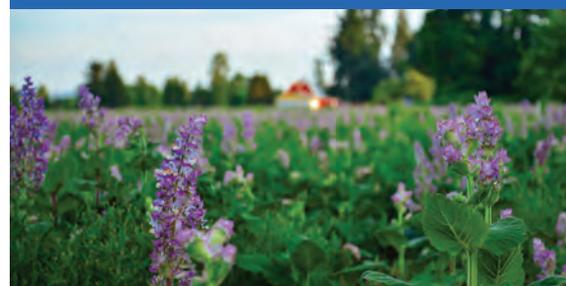
**Monitoring and Data Management** - provides air quality data through a network of eight key monitoring sites throughout Lane County including meteorological sites that operate 24 hours/day, seven days/week. These sites collect and analyze particulate matter, ozone, carbon monoxide, and hazardous air pollutants data for use with compliance determination and maintenance. Data is used to evaluate progress in improving air quality and to determine whether federal air quality standards are being met. Air quality data is reported daily by the news media and are available continuously on the LRAPA website.

**Airmetrics** - the Agency owns the rights to manufacture, market, and sell the MiniVol™ Portable Air Sampler and offers a full line of consumables, accessories, and services, including filter weighing and rental samplers. Total sales for this product in fiscal year 2019-20 was more than \$1.1 million. Sales for the current year will be lower due to COVID-19 impacts but still projected to reach \$650,000. There are strong distributor sales in South Korea, Malaysia, Canada, Hong Kong, South Africa, and the United Kingdom. An update to the business plan is scheduled in the coming fiscal year.

The proposed budget for LRAPA Fiscal Year 2019-2020 is \$6,408,080 with a core operating budget of \$2,711,700.

## *Mission*

Lane Regional Air Protection Agency's mission is to protect public health, community well-being, and the environment as a leader and advocate for the improvement and maintenance of air quality in Lane County.



# IDEAL CANDIDATE

Lane Regional Air Protection Agency seeks a highly motivated and energetic leader who is skilled in strategic thinking and planning to become its next Executive Director. The Clean Air Act regulations are the most complex of any environmental law. The successful candidate must be able to articulate complex regulations to elected officials and the public. The individual must work collaboratively within the regulated industry, as well as learn Oregon's nascent Cleaner Air program and the unique policy and legislative issues it brings.

Members of the LRAPA Board represent all sides of the major political philosophies. While members may have different perspectives and opinions, they work well together.

The chosen candidate will be:

- A passionate but unbiased advocate for air quality, committed to sustainability and environmental justice, and dedicated to Agency goals, staff, and the community.
- A strong leader with excellent interpersonal skills.
- An excellent communicator who can navigate diverse political environments and can work productively with both urban and rural constituencies with the demonstrated ability to establish and maintain productive working relationships.
- A relatable manager who can attract and develop a diverse leadership team and staff while growing, developing, and engaging internal talent.
- An administrator who effectively motivates staff while maximizing employees' skill sets.
- A thoughtful listener who provides constructive feedback and who values each employee for their individual contributions.
- A humble and principled individual who possesses strong internal accountability, transparency, and an open-minded attitude.
- A champion of change who can simultaneously keep a steady hand at the helm.
- A confident visionary who continuously looks for improvement, effectively conveying their vision with aptitude and finesse.
- An empathetic and compassionate leader with emotional intelligence.
- A results-oriented manager whose focus is on outcomes without unnecessary involvement in agency detail operations.
- A well-organized leader who can develop and implement effective action plans.
- Sensitive to the economic impact of air quality improvements on area businesses and a demonstrated ability to develop mutually-beneficial solutions.
- A supporter of the Agency's mission to protect public health, the community's well-being, and the environment by serving as a leader and advocate for the improvement and maintenance of air quality in Lane County.



## EDUCATION & EXPERIENCE

The position requires a bachelor's degree in environmental engineering, social, natural, or physical sciences or a related field, and seven to 10 years of increasingly responsible management-level experience in air pollution or other environmental control programs. All candidates should have at least five years of supervisory experience. A master's or Ph.D. in environmental engineering, social, natural, or physical sciences, or related field and certification as a professional engineer or qualified environmental professional is preferred.

To be competitive it is essential for a candidate to have experience managing grants from both governmental and private sources as well as experience identifying and writing successful grants. This position works for and directly with a Board of Directors and engages with a wide range of stakeholders, member communities, other governmental agencies, permit holders and policy advisory groups. Therefore, a key requirement for the successful candidate will be strong, demonstrable experience in public engagement, problem solving, and conflict resolution. Prior experience working for or with governmental agencies, air quality regulatory experience, and familiarity with Oregon's unique air permitting programs is highly desired. Additionally, experience working with communities affected by air pollution; training in diversity and social and environmental justice; and a strong awareness of the importance of technology for improved productivity and effectiveness would be desirable. Bilingual in Spanish and strong budgeting and financial skills are a plus.



## COMPENSATION & BENEFITS

The salary range for the Director is \$92,270 - \$124,870 annually. Placement within the range will be based upon the selected candidate's experience and qualifications.

The Agency offers a comprehensive benefits package which includes: A 401(k) retirement program with Agency contribution of 8% and a 6% employee contribution; 23 days per year of combined leave; 10 paid holidays plus one floating holiday annually; two highly competitive health plan options including a Flexible Spending Account; long-term disability insurance, and a \$66,000 life insurance policy.



## APPLICATION PROCESS

Please apply online at <http://bit.ly/SGROpenRecruitments>

For more information on this position contact:

**Kurt Hodgen, Senior Vice President**

[KurtHodgen@GovernmentResource.com](mailto:KurtHodgen@GovernmentResource.com)

540-820-0531



*It is the policy of LRAPA to not discriminate on the basis of race, color, national origin, age, sex, disability, sexual orientation, or marital status in administration of its programs or activities, and, LRAPA does not intimidate or retaliate against any individual or group because they have exercised rights protected by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights.*



## RESOURCES

**Lane Regional Air Pollution Authority**

[lrapa.org](http://lrapa.org)

**Lane County Oregon**

[lanecounty.org](http://lanecounty.org)

**Springfield, Oregon**

[springfield-or.gov](http://springfield-or.gov)

**Eugene, Oregon**

[eugene-or.gov](http://eugene-or.gov)

