

**Application Deadline: October 25, 2021 – 11:59 pm**



*Creating Community ~ Talent, Oregon*

## **FIRE RECOVERY AND RESILIENCY DIRECTOR**

**Talent, Oregon**

**Annual Salary Range \$53,150-\$69,360  
Part-time 25-32 hours per week**

To be considered for this position, please email a cover letter, resume, and completed City of Talent Employment Application to: [HumanResources@RVCOG.org](mailto:HumanResources@RVCOG.org)

To download a City of Talent Employment Application, please visit:  
<https://rvcog.org/how-do-i/apply-for-a-job/>

## The Position

City of Talent is a resilient community with great aspirations that is in the early stages of recovering from the September 8, 2020 Almeda Fire that destroyed a third of our city. We recognize that this tragic occurrence presents us with an incredible opportunity to revision our future, particularly in the areas of land use, affordable living, cultural diversity, environmental sustainability and economic development. This next decade will be a dynamically defining time for Talent. Thus, we are recruiting for a Fire Recovery and Resiliency Director who is perfectly suited to guide us from ground-level community restoration, up through our broader re-envisioning process.

## General Roles and Responsibilities

The Fire Recovery and Resiliency Director is a Council-appointed position reporting directly to the City Council. The position is a two year limited duration position and is directly tied to available funding for these efforts.

The position serves as a chief advisor to the City Council specifically related to matters of fire recovery, rebuilding, and resiliency by: overseeing the strategic development of a long-range master plan that guides the City's recovery from the Almeda Fire; working in coordination with City Manager, Economic Development Director, Planning, Public Works and Finance staff to facilitate the Council's long-range vision for community rebuilding and adoption of fire recovery projects and goals; demonstrating successful and collaborative working relationships with stakeholders, partner agencies, Council, and City Manager; demonstrating solution-oriented problem-solving skills; and performing other work and special assignments as assigned.

## Minimum Qualifications

**Education:** A Bachelor's degree in public administration, community development, land use planning, disaster recovery, or a closely related field.

**Experience:** A minimum of five (5) years of related public sector administrative/management experience, including experience working with Federal and State disaster recovery agencies.

**Substitution:** Any satisfactory equivalent combination of education, training and experience that demonstrates the knowledge, skills and abilities to perform the duties of the job proficiently may substitute for the above requirements.

## Ideal Candidate Profile

The ideal candidate will possess experience facilitating the development of long-range plans for housing recovery; developing detailed housing and recovery timelines; coordinating with partner agencies and City leadership to develop framework plans for the creation of municipal housing authorities; expanding disaster recovery funding opportunities by researching applicable Federal, State, and private foundation grant availability; and keeping the Council and City Manager apprised of the recovery and resilience plan progress.

## Knowledge, Skills and Abilities

### Knowledge of:

- Advanced, modern, equitable, and highly complex principles and practices of municipal government.
- Principles of effective public relations and the interrelationships with community groups, public agencies, private businesses, firms, and other levels of government.
- Current social, political and economic trends.
- Practices and methods of disaster recovery.
- Pertinent federal, state, and local laws, codes, and regulations.

### Skill and Ability to:

- Provide effective and visionary disaster recovery solutions.
- Promote collaboration and respectful relationships throughout the organization, including city staff, council members, and mayor.
- Research and develop further funding opportunities for disaster recovery efforts.
- Interpret and apply a wide variety of complex laws, rules, and regulations.
- Analyze, interpret, summarize, and present complex information and data in an effective manner.
- Communicate effectively and respectfully, both orally and in writing.
- Establish and maintain collaborative working relationships with those contacted in the course of work.

### Physical Demands:

- Mobility: frequent sitting for long periods of time; occasional bending or squatting.
- Lifting: frequently up to 10 pounds; occasionally up to 25 pounds.
- Vision: constant use of overall vision; frequent reading and close-up work; occasional color and depth vision.
- Dexterity: frequent use of keyboard; frequent repetitive motion; frequent writing; frequent grasping, holding, and reaching.
- Hearing/Talking: frequent hearing and talking, in person and on the phone.
- Emotional/Psychological: frequent decision-making and concentration; frequent contact with other agencies staff and the public; occasional working alone.

### WORKING CONDITIONS:

- Work is performed in a typical office environment and is subject to moderate noise.
- Travel and attendance at evening and weekend meetings and events is also required.

### SPECIAL REQUIREMENTS:

Possession of, or the ability to obtain and retain, an Oregon driver license by the time of appointment, or otherwise have immediate point to point transportation available.



## About the City

Talent, located in Jackson County and first incorporated in 1910, has approximately 6,500 residents comprising a wide range of economic and cultural diversity. Our community is engaged and well-connected, with a strong network of volunteers dedicated to supporting the City and its citizens. Our downtown is a compact and walkable community with seven parks, while the historic downtown district boasts the following: a coffee shop, an indoor-outdoor brewpub, several other eateries, a live theater, a grocery store, a makerspace and a Friday evening Farmer's Market. Numerous cultural/community events, such as the Harvest Festival and the Dia de los Muertos celebration, contribute to our lively, inclusive sense of community. Talent lies six miles north of Ashland, home to the Oregon Shakespeare Festival, and eight miles south of Medford, a gateway to Crater Lake.

Talent is part of the Phoenix-Talent School District (Title I District). Talent Elementary has been recognized by the State as a "Model School," putting it in the top 10% of schools in Oregon. In addition, the District's high school (Phoenix High School) has received a "Silver" award from US News & World Reports in its recognition of the best high schools in the country. Our family-oriented community also enjoys an Outdoor Discovery Program for grades K-5 and a Boys & Girls Club. Rogue Community College has campuses in nearby Medford, White City, and Grants Pass, while Southern Oregon University, the region's only four-year institution of higher education, is located just a few minutes away in Ashland.

## About the Leadership

"Soon after the Almeda wildfire of September 2020 left a third of our town in ashes, our community mobilized in ways that rose to an impressive community response. Children created public art displayed throughout the city, hash tagged #TalentFuerte and #TalentStrong. Our residents could not fall short, because we are a community who cares deeply for our city and for one another. We have grieved together. And now, we are rebuilding together. What matters most is our commitment to a future of equity, sustainability, and economic vitality for all our families; it is what makes us Talent. Our staff and elected officials have worked tirelessly alongside our regional, state, and federal partners with this goal: to bring ALL our families home. These are challenging times for Talent but also remarkable times. These times demand that our leadership be as collaborative, nimble, and creative as we know how. These times demand the best of us, and I have never been more proud to be the Mayor of this city."

~ Mayor Ayers-Flood

## Position Benefits

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### Healthcare\*

95% ER-paid / 5% EE contribution  
90% coverage / 10% co-pay  
Family deductible | \$450  
Out-of-pocket maximum | \$1,150  
HRA VEBA account | \$55/mo (employer)  
\*percentages/amounts pro-rated per FTE

### Leave

Sick and Vacation accruals pro-rated  
per FTE  
  
Paid Holidays | 10/year + one floating

### Other

Life insurance | \$20,000

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