



***SOUTHERN OREGON REGIONAL
ECONOMIC DEVELOPMENT, INC.***



Executive Director

\$100,000 - \$125,000 (DOE/DOQ)

Applicant First Review: April 15, 2025



Southern Oregon Regional
Economic Development, Inc.

LAUNCH

RELOCATE

PROSPER

Southern Oregon Regional Economic Development, Inc (SORED) is seeking an Executive Director

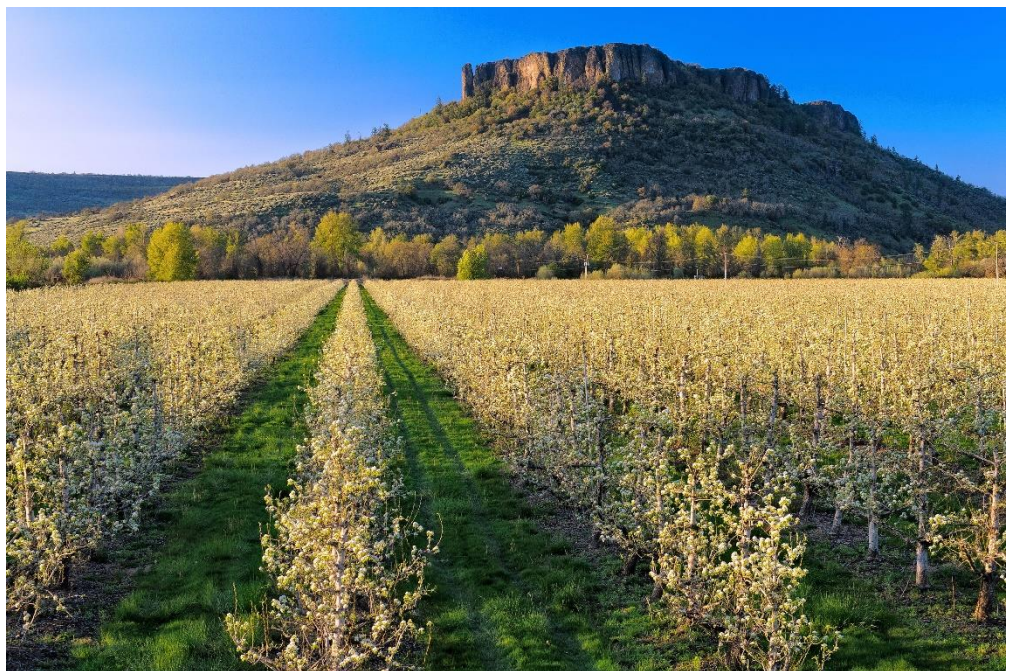
to play a crucial role in fostering our region's economic growth and prosperity. With a population over 300,000, the ideal candidate will leverage their expertise in team leadership and development, economic development strategies and collaboration to drive initiatives that enhance our region's economic landscape, attract investment, and stimulate job creation. This role offers a unique opportunity to shape the future of our region by capitalizing on our local strengths and facilitating strategic partnerships.

Background Requirements

Education: Bachelor's degree in economics, business administration, finance, public administration, or a related discipline is preferred.

Experience: 5 years of experience in economic development, business attraction, or a related field.

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.



Knowledge of:

- ❖ Economic development principles, incentive structures, and industry best practices.
- ❖ Advanced analytical capabilities to evaluate and interpret economic data, trends, and forecasts effectively.
- ❖ Data analysis tools, presentation software, and other relevant technology.

The Ideal Candidate Will Demonstrate the Ability To...

LEADERSHIP

- ❖ Promote and maintain SOREDI's vision, culture, and partnerships in Southern Oregon with an outward facing leadership style, engaging at all levels of the community, while maintaining close engagement with the SOREDI staff.
- ❖ Recognize the importance of regular, frequent communications that are clear and relevant and intentional about communication channels, and the information flow to and from the region and community partners.

ENGAGEMENT (COMMUNITY AND INTERNAL)

- ❖ Nurture vital relationships with community groups, public and private stakeholders, existing and potential businesses, and all levels of government.
- ❖ Demonstrate a "Start with Yes" communication style.
- ❖ Work closely with local jurisdictions and their existing Economic Development staff.

TECHNICAL ABILITY

- ❖ Advance exciting projects that enhance infrastructure, foster economic development, and regional growth.
- ❖ Secure diverse sources of funding.

SOREDI BOARD, PUBLIC AND EMPLOYEE RELATIONS

- ❖ Translate the Board's values and goals into tangible outcomes.
- ❖ Implement practices and policies with a focus on economic development activities in Southern Oregon.
- ❖ Model and promote a servant leadership style, to lead, motivate, and inspire SOREDI staff to achieve and exceed organizational goals.

ORGANIZATIONAL DEVELOPMENT

- ❖ Align behind a collective vision for the future of Southern Oregon.
- ❖ Improve efficiency and processes.
- ❖ Encourage creativity and fresh perspectives.
- ❖ Demonstrate good ethics, integrity, and honesty.
- ❖ Create an atmosphere informed by cultural competency.
- ❖ Enjoy working for a progressive and forward-thinking culture.



Salary & Benefits

The annual salary range is \$100,000-\$125,000 DOE/DOQ

SOREDI's Benefits Package Includes...

- ✓ *Medical, Dental and Vision benefits: 100% coverage provided to the Executive Director; 60% coverage for spouse and family*
- ✓ *Flexible Spending Account*
- ✓ *401(k) Retirement Plan with employer match*
- ✓ *Paid Life Insurance*
- ✓ *Vacation and Sick leave*
- ✓ *11 Paid Holidays*
- ✓ *24 hours annually of Volunteer Time Off*

About SOREDI

Southern Oregon Regional Economic Development, Inc. (SOREDI) is a private, nonprofit economic development organization serving Jackson and Josephine counties since 1987. Our organization represents a diverse network of private companies, public utilities, and local governments across the region. SOREDI exists to support businesses in creating and sustaining quality jobs, fostering economic diversification in Southern Oregon.

With an annual operating budget of approximately \$700,000 and a dedicated team of five professionals, SOREDI is committed to achieving three primary strategic goals: Launch, Relocate, and Prosper. Our mission is to cultivate a thriving business ecosystem by attracting new businesses, supporting startups, and facilitating the growth of established enterprises.

The SOREDI Board of Directors is an energetic and engaged group of industry leaders and community representatives. Board members play a pivotal role in developing strategic partnerships among private, public, and community entities to advance economic opportunities and uphold the values of our region.

Our region boasts a strategic location, abundant resources, and robust infrastructure, making it a highly competitive destination for business growth and development. SOREDI actively fosters collaboration among community and business leaders, hosting events and discussions that support emerging startups and address regional economic priorities.

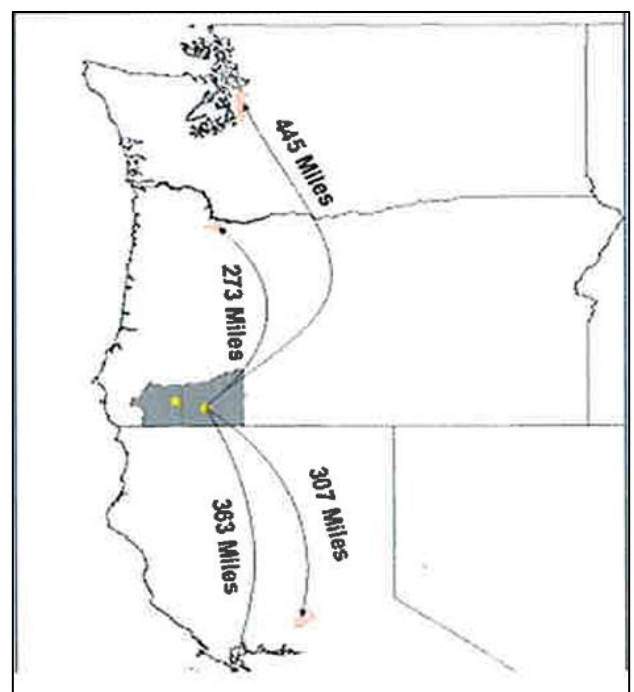
Additionally, we engage directly with business leaders across all sectors and stages of business. SOREDI has a loan fund that provides gap financing for small businesses who may have limited access to capital. SOREDI also sponsors industry tours, which expose community leaders and educators to the impressive array of job opportunities in our region.

Southern Oregon attracts entrepreneurs and creative businesses from across the country, particularly from urban centers in California. Many small business owners relocate here seeking a higher quality of life and an environment conducive to growth. A key challenge we address is ensuring these businesses can remain in the region as they expand and their workforce demands evolve. Currently, SOREDI serves a membership of 147 businesses.

About Our Region

SOREDI serves Jackson and Josephine counties in Southern Oregon, home to a diverse population spread across urban and rural communities. The region covers 4444 square miles and includes 308,600 residents. Medford and Grants Pass are the region's two urban centers, in a total of 13 incorporated cities. Located approximately 273 miles from Portland, Oregon, our region has long been an integral economic hub since the 19th century, historically driven by natural resources and agriculture. Over the decades, the economy has evolved, and new industries have emerged.

Southern Oregon has been recognized as one of the top 10 small metro regions for high-tech job concentration and business output by the Milken Institute's annual *Best-Performing Cities Report*. Medford, Grants Pass, Ashland, and Central Point serve as economic and service hubs for a broader region encompassing communities across Southern Oregon and Northern California.



Our Population

Southern Oregon is a fast-growing and self-sufficient economy that offers services and infrastructure on par with major West Coast urban centers, while maintaining a lower cost of living and a desirable rural lifestyle. Medford, Grants Pass, Ashland, and Central Point, along with other smaller cities, have experienced significant population growth throughout the last few decades. The region attracts both retirees seeking a high quality of life in rural settings and young professionals drawn to the urban centers. A major focus of economic development efforts is ensuring that the region retains its emerging workforce by providing strong career opportunities and fostering business growth.

Our Business Landscape

Southern Oregon is home to a diverse range of industries, including value-added food production, e-commerce, advanced manufacturing, electronic components, and software development—sectors that offer competitive wages and career growth opportunities.

The region offers competitive investment and job creation incentives through designated enterprise zones in Medford, Jackson County, Josephine County, and the Rogue Valley. Qualified trade-sector businesses can benefit from property tax abatements and income tax credits for capital investments in facilities and equipment. These programs provide essential support for businesses looking to expand and create new jobs in Southern Oregon.

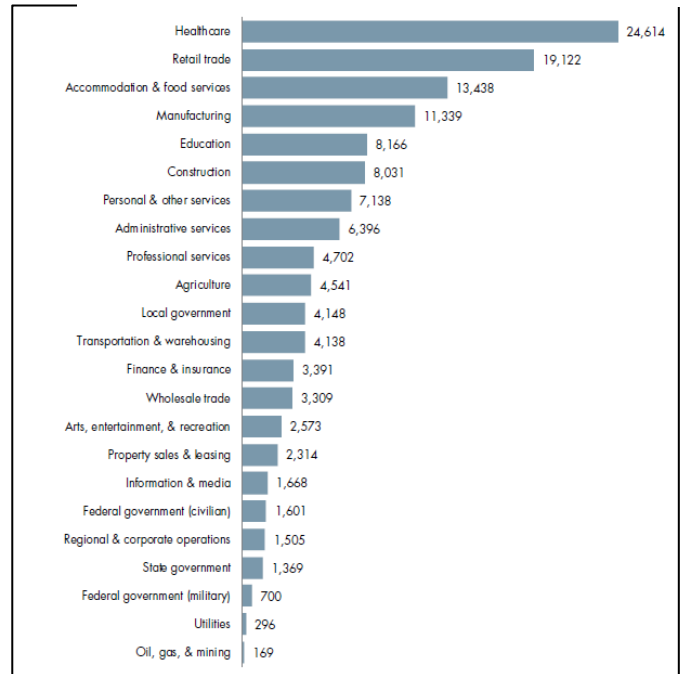
In partnership with regional workforce development organizations, SOREDI plays a role in preparing a workforce that meets the evolving needs of local industries. We actively support target sectors such as advanced

manufacturing and e-commerce by bringing together K-12 schools, community colleges, and universities to develop training programs and educational pathways for a skilled workforce.

Southern Oregon is home to three higher education institutions that play a crucial role in workforce development: Southern Oregon University (SOU) in Ashland, Rogue Community College (RCC) with campuses in Grants Pass, Medford, and White City, and Oregon Tech (OIT) in nearby Klamath Falls. These institutions provide critical training and education to support existing businesses and the region's future economic growth.

SOREDI is committed to fostering a dynamic business environment that promotes economic resilience, job creation, and sustainable growth throughout Southern Oregon. We welcome dedicated professionals to join our team and contribute to our mission of driving economic prosperity in our region.

Regional Employment by Sector



To Apply:

Submit a cover letter, resume, and answers to supplemental questions to HumanResources@rvcog.org
First review of candidates will take place on April 15, 2025

Questions?

Please contact Adrian Modjeski,
Human Resources & Administrative Services Director
amodjeski@rvcog.org

**SOUTHERN OREGON REGIONAL ECONOMIC DEVELOPMENT, INC
EXECUTIVE DIRECTOR RECRUITMENT**

SUPPLEMENTAL QUESTIONNAIRE



As part of the required application packet, please prepare responses to the following questions and submit along with your cover letter and resume.

- 1.** After researching SOREDI and the Executive Director position, please describe your career ascension to your current (or last) position and how that path supports your fit for this position.
- 2.** A.) Please describe the changes you've seen in the economic development industry over the last five years and, B.) Please describe where you see the industry headed in the next five years.
- 3.** Please provide examples of your successes in engaging the community. What specifically has worked well and not as well as you thought it would?