



THE
**FLOOD
SAFETY
DISTRICT**

Urban Flood Safety & Water Quality District

Portland, Oregon

EXECUTIVE DIRECTOR

\$207,838 - \$290,824

Plus Excellent Benefits

*Apply by
March 8, 2026
First Review, Open Until Filled*

PROTHMAN



THE COMMUNITY

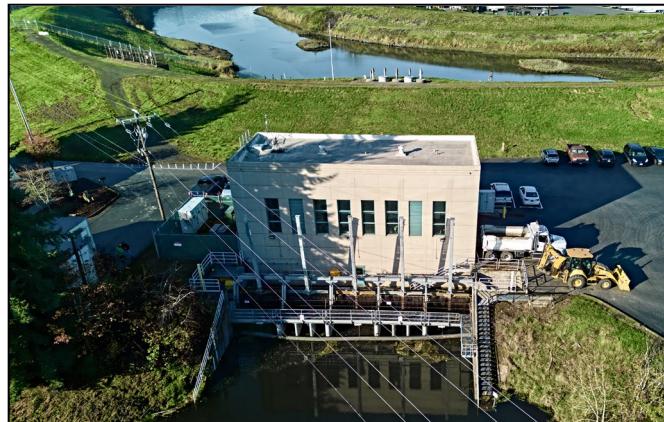


The Urban Flood Safety and Water Quality District (UFSWQD) is headquartered in Portland, Oregon and directly serves communities within the eastern Portland metropolitan area, including the cities of Portland, Gresham, Fairview, Wood Village, and Troutdale. Portland is the cultural, economic, and geographic center of Oregon's largest metropolitan region and one of the Pacific Northwest's most influential cities. Located at the confluence of the Willamette and Columbia Rivers, Portland has been shaped by its river-based geography, indigenous history, environmental ethic, industrial heritage, and role as a regional transportation and trade hub. This setting continues to influence land use, flood management, environmental stewardship, and infrastructure planning across the metro area.

Home to approximately 635,000 residents and more than 2.5 million people in the broader metropolitan region, Portland combines the scale of a major urban center with strong neighborhood identity. The city includes an internationally known food scene, vibrant urban districts, tree-lined residential neighborhoods, major industrial employment lands, and critical freight and transportation corridors tied to the Port of Portland, rail networks, and Portland International Airport. Decisions affecting flood safety and water quality in this area have direct implications for housing, regional commerce, and economic resilience.

Natural resources and recreation are deeply integrated into the urban landscape managed by the UFSWQD. Rivers, sloughs, wetlands, and floodplain corridors support boating, fishing, wildlife habitat, and active transportation. The Columbia Slough and nearby riverfront areas reflect ongoing efforts to balance flood protection, water quality, habitat restoration, and public access.

The region is well known for its engaged civic culture, commitment to inclusivity, and emphasis on public participation. Infrastructure and environmental decisions are shaped by community input, historical context, and a focus on the broad public good.



Together, these characteristics make the region a cosmopolitan, dynamic community where environmental systems, economic activity, and quality of life are interconnected.

THE DISTRICT

UFSWQD is a special district under Oregon statute, formed in 2024 through the consolidation of four legacy drainage districts along the south shore of the Columbia River.

Governed by a nine-member Board of Directors, the District operates with ongoing Board oversight and four-year membership. Five Board members are elected, including four representatives with ties to the managed floodplain and one resident of urban Multnomah County. Four additional members are appointed by the Oregon Governor and include a representative of the Port of Portland and individuals with expertise or interest in flood safety, environmental conservation, and environmental justice.

The District works collaboratively with regional partners, including the cities of Portland, Gresham, Fairview, Wood Village and Troutdale, the Port of Portland, Multnomah County, Metro regional government, state and federal agencies, and a wide range of community organizations and neighborhood groups.



The District is led by an Executive Director and organized into four divisions: Office of the Executive Director, Engineering and Operations, Finance and Administration, and Planning and Public Affairs. UFSWQD employs approximately 42.8 full-time equivalent staff. The District's primary funding sources include property assessments levied annually on landowners within the managed floodplain, a Flood Safety Benefit Fee paid by the cities and the county based on population, intergovernmental agreements, and voter-approved bond revenue for capital projects.

UFSWQD's mission is to equitably reduce flood risk and prepare for, and respond to, flood emergencies while supporting community safety, regional economic vitality, watershed health, climate resilience, and equity. The District manages the flood safety system in northern Multnomah County, protecting approximately 13,000 acres of land, including 8,000 residents, 2,500 businesses employing 60,000 people, 2,000 acres of natural habitat, and critical infrastructure such as Portland International Airport and the region's secondary drinking water supply. Core services include operation and maintenance of 27 miles of levees, 12 pump stations, and 45 miles of sloughs, streams, and culverts along the Columbia Slough and lower Columbia River.



The District has a general fund operating budget for FY2026-2027 of \$21.1 million and that includes \$1.4 million in contingency and \$3.7 million in capital expenditures, and a projecting ending general fund balance of \$14.7 million. View the District's 2026 budget [here](#).

UFSWQD works collaboratively with regional partners to support coordinated emergency preparedness, flood risk awareness, natural area restoration, and recreation development, helping balance flood protection with long-term environmental and community benefits.



THE POSITION

Reporting to the UFSWQD Board, the Executive Director serves as the chief executive of the District, providing overall leadership for operations, finance, administration, planning, public affairs, and engineering. This role requires strong political and organizational acumen, the ability to build consensus among diverse stakeholders, and a practical, forward-looking approach to complex public infrastructure and environmental challenges. The Executive Director leads a senior team responsible for strategic planning, advancing major capital initiatives, ensuring compliance and strengthening internal systems, and representing the District in legislative, intergovernmental, and community settings. Inclusivity, transparency, and public service are central to the role, with responsibility for fostering an inclusive organizational culture and ensuring meaningful community engagement in the District's work.

To learn more about the full responsibilities of this position, view the full job description [here](#).



OPPORTUNITIES & PRIORITIES

- Now approximately 18 months into the transition from four flood districts into a unified organization, UFSWQD, together with the District Board, executive team, and staff, is well positioned to advance the agency to its next phase of organizational maturity. The incoming Executive Director will play a central role in shaping strategies to advance the District's significant capital improvement program, respond to increased risk of pluvial flooding, support a talented team of senior leaders, continue the District's ongoing partnership with the U.S. Army Corps of Engineers. The Executive Director also will lead strategies to implement the District's new mandates related to water quality, habitat, climate mitigation, social justice, and cultural history.
- The Executive Director will collaborate closely with the District Board, building strong working relationships to guide strategic planning efforts and translate adopted priorities into clear, actionable objectives for staff.
- A critical resource supporting this work is approximately \$150 million in bond funding available to the District, which has already been allocated through the Capital Improvement Program. A key responsibility of the Executive Director is to ensure the effective, prioritized, and accountable deployment of these funds. For 2026, the GO Bond budget totals \$18 million; however, projects have already been identified for the full \$150 million in bond funding. In addition, the District has identified approximately \$45 million in project spending tied to state funding sources, of which \$20 million has already been awarded.
- The Executive Director will ensure local, state, and federal elected officials are informed about the District's accomplishments, challenges, and long-term needs. The Executive Director is also responsible for ensuring compliance with all applicable laws, rules and District policies. Upholding public trust and clearly communicating the District's mission and future priorities will be central to success in this role.



EDUCATION & EXPERIENCE

- Ten (10) years of relevant experience at an executive or senior management level that demonstrates the ability to meet the unique needs of the organization. Advanced educational degree work (e.g., work toward an LL.M. or Ph.D. in a relevant field) may be substituted for experience.
- Experience in utility management, government affairs, and/or water resources management is preferred. The ideal candidate will have experience in all three.
- A valid state driver's license.
- Some travel may be required to attend conferences and events.

UFSWQD values a range of backgrounds and experiences. Candidates who believe they are well suited for this opportunity are encouraged to apply, even if they do not meet every qualification.



Preferred Knowledge, Skills, and Abilities:

- Strategic executive leadership experience with the ability to set long-term organizational vision while maintaining appropriate distance from day-to-day operations and guiding complex organizations through change and growth.
- Strong political judgment and credibility, with demonstrated ability to navigate complex community and intergovernmental dynamics and build sustained relationships with elected officials, partner agencies, regulators, and community stakeholders at the local, state, and federal levels.
- Comprehensive knowledge of relevant local state and federal government requirements, policies, funding frameworks, and regulatory environments, including public-sector accounting and budgeting practices.

- Knowledge of federal programs and regulatory frameworks related to flood safety and water resources, including FEMA, the U.S. Army Corps of Engineers, the Water Resources Development Act, and floodplain management, land use regulation, permitting, and environmental compliance.
- A deep understanding of infrastructure planning, capital financing, operations, and asset management within a public or quasi-public setting, including evaluation of short- and long-term capital needs across a diverse infrastructure portfolio.
- Experience in external relations, public engagement, consensus-building, and collaboration across multiple jurisdictions and diverse public interests.
- Skill as a clear and effective communicator, able to adapt tone and approach to support transparency, diplomacy, and public understanding.
- Forward-looking, solutions-oriented leader with the ability to anticipate emerging organizational challenges and needs.
- Demonstrated commitment to advancing the District's mission and values, including leadership in equity, environmental justice, social responsibility, environmental stewardship, and green and natural infrastructure practices, including fish and wildlife considerations in managed floodplains.
- Knowledge of revenue development strategies, including assessments, fees for service, system development charges, local improvement districts, bond measures, and the ability to guide public decision-making that balances legal requirements, technical constraints, community priorities, and long-term sustainability.

COMPENSATION & BENEFITS

- **\$207,838 - \$290,824 DOQ**
- **Medical, Dental, and Vision Insurance:** Comprehensive coverage for eligible employees and dependents.
- **Retirement Benefits (PERS/OPSRP):** Participation in OPSRP, including defined benefit and defined contribution components, with UFSWQD paying the employee IAP contribution.
- **457 Deferred Compensation Plan:** Voluntary, tax-deferred retirement savings option.
- **Vacation Leave:** Generous accrual based on years of relevant experience, ranging from 10 to 25 days annually.
- **Sick Leave:** Accrued at 8 hours per month for full-time employees.
- **Family and Medical Leave:** Provided in accordance with federal and state law and District policy.
- **Paid Holidays:** Ten paid holidays annually.
- **Transportation and Wellness Benefit:** Incentives and subsidies supporting sustainable commuting and employee wellness.
- **Public Service Loan Forgiveness:** UFSWQD is a qualifying PSLF employer.
- **Additional Benefits:** Seasonal discounts with community partners, including Adidas and Columbia Sportswear, and regular employee appreciation events.

For more information on the UFSWQD, and the local region please visit:

www.urbanfloodsafetyor.gov

UFSWQD is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **March 8, 2026** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to www.prothman.com and click on **"Open Recruitments"**, select **"Urban Flood Safety & Water Quality District, OR – Executive Director"**, and click **"Apply Online"**, or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the website as instructed on the form. UFSWQD is most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. We encourage all interested candidates to apply, even if they don't believe they meet all the qualifications listed.



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