



Oregon Department of Public Safety Standards & Training Agency Director Recruitment



Director for the Oregon Department of Public Safety Standards and Training

Salary Range: \$12,237—\$14,733 monthly

On behalf of the Governor of the state of Oregon and the Board on Public Safety Standards and Training, the Department of Public Safety Standards and Training (DPSST) is seeking a Director to oversee Oregon's public safety training and professional standards agency. DPSST is recognized as one of North America's most innovative state public safety standards and training organizations which embraces stakeholder participation.

The DPSST Director works with the Board on Public Safety Standards and Training to develop and implement professional training and certification/licensing standards for more than 41,000 public and private safety professionals. DPSST provides training to more than 25,000 students each year throughout Oregon and at the Oregon Public Safety Academy in Salem. The Academy is a 24-hour, 7 day-a-week, residential campus which includes on-site food service and lodging venues. The campus spans 237 acres and has over 360,000 square feet of conditioned space, and 35 plus combined acres of wetlands and white oak groves all under the oversight and management of the agency and its staff.

The DPSST strives to provide the resources public safety providers and public safety agencies need to maintain the highest skills and provide excellent service to Oregon's communities and residents.

What's in it for you?

Rewarding work in a productive and creative environment

Work/life balance, 10 paid holidays a year, and a [competitive benefits package](#)

Advancement and learning opportunities that will help grow your career with the State of Oregon

Live, work, and play in [Salem, Oregon](#)

Welcome to DPSST

Our Mission:

The mission of the Department of Public Safety Standards and Training (DPSST) is to promote excellence in public safety by delivering quality training and developing and upholding professional standards for Oregon's police, corrections, and parole and probation officers, telecommunicators, emergency medical dispatchers, firefighters, private security providers and private investigators.



Our Purpose:

The agency's purpose in the broadest sense is to maintain a highly-skilled, professional and ethical public safety workforce that provides excellent service to the citizens of Oregon.



State of Oregon

Oregon state government is a large organization by nearly any standard. With over 40,000 employees working all over the state, in small communities and large, we are proving that government can be innovative.

We work as a team, challenging ourselves to be better, faster and more efficient with taxpayer dollars.

After all, when every day we are responsible for caring for the needs of a diverse population and thriving business community, we simply must have the best and brightest workforce. If you take responsibility for your actions, are passionate about helping others succeed, and have a reputation for excellence and honesty, why not make Oregon state government your next career move?

Joining our team means you open the door to many possibilities. From entry level to executive, outdoor work to policy setting, we have a role for nearly every calling, expertise and background.

If you're looking at us from across the country (or beyond!), know that Oregon is one of the most beautiful places on earth. Made up of seven diverse regions, Oregon has the ocean, mountains, valleys, high desert, cities, small towns, and almost everything in between.

Oregon "flies with her own wings."

Where is DPSST located?

Salem, Oregon



Salem is Oregon's capital city, located in the mid-Willamette Valley. Salem covers over 49 square miles, and has a population of 162,060, with a current growth rate of approximately 1.8% per year. The Salem/Keizer metropolitan area has a population of approximately 400,523. Salem is the employment and retail center for surrounding communities in Marion and Polk Counties. Large employers include state and county government, Salem Hospital, Willamette University, and Salem-Keizer School District. Major industries include value-added agriculture, food processing, high-tech manufacturing, and light manufacturing. Salem provides a great environment for families, with affordable housing, an excellent transportation system, health care services, and an award-winning K-12 school system. Over 13 public or private universities and colleges are located within a 70-mile radius, providing opportunities for both undergraduate and graduate degrees. Salem has easy access to the Oregon coast, Oregon Cascades, and the Portland metropolitan area. Salem offers unique historical attractions and cultural arts, including nonprofit theater, music, dance, literature, art associations, historical museums, and art galleries. Outdoor enthusiasts enjoy the City's more than 2,100 acres of parkland, including 1,300 acres of recently connected parkland spanning both sides of the Willamette River via the historic Union Street Railroad Bridge and Peter Courtney Minto Island Bridge.

For more information about the City of Salem, you can visit

www.cityofsalem.net

Cities and
attractions
within an hour's
driving distance

Portland

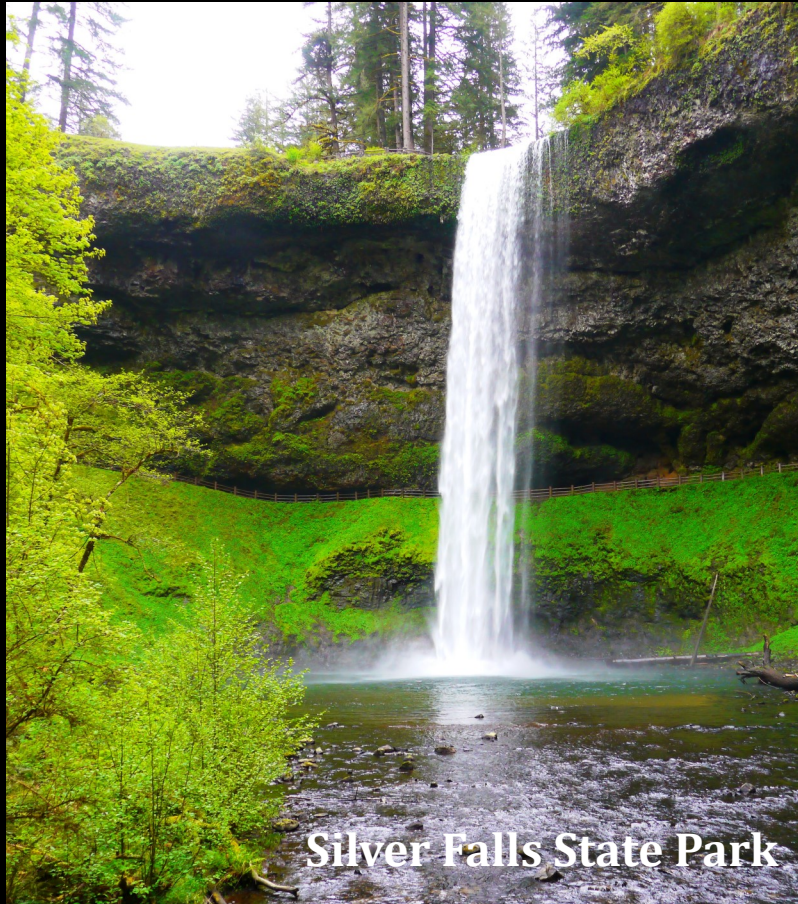


Eugene



Corvallis





Silver Falls State Park



Wine Country



Theatre



Oregon Coast

The Agency, and what we do:

The Department of Public Safety Standards and Training is a statewide public safety organization responsible for providing significant specialized services to more than 41,000 public safety professionals who work for city, county, state, tribal, university and private organizations around the state.

- DPSST also oversees polygraph examiner licensing and administers the Public Safety Memorial Fund.**
- DPSST provides basic intermediate, advanced and leadership/management training and certification maintenance to more than 41,000 public safety professionals and accredits courses and instructors. Basic criminal justice training courses range in length from 2 weeks to 16 weeks. Specialty criminal justice, fire, private security provider or private investigator training courses range from one day to two weeks in duration.**
- DPSST operates a full-service residential training academy. At any given time there can be up to 600 students and staff on campus.**
- The agency also delivers regional training to more than 25,000 participants through staff positioned at locations throughout the state, through computerized technology, and through courses at the academy in Salem.**
- Under Senate Bill 412, DPSST certifies tribal law enforcement officers of sovereign nations who meet statutorily established standards to have full police officers powers through the State of Oregon.**
- DPSST's Professionals Standards Section investigates hundreds of cases of alleged public safety officer misconduct on an annual basis of which lead to approximately 100 public safety officers being decertification each year.**
- Representatives from DPSST's constituency serve on a 24-member, Governor-appointed Board on Public Safety Standards and Training (BPSST) as well as on six statutorily created policy committees and one advisory committee to establish the minimum standards for employment and training of public safety officers, and to provide broad policy guidance on Oregon's public safety needs to the Governor, the Legislature, and the DPSST Director. The board and committees make recommendations on revocation or denial in cases of public safety professional misconduct.**
- The agency carries out those recommendations and facilitates any due process on behalf of the public safety professional. Contested cases are presented to and determined by and Administrative Law Judge.**

Here's what you will do:

The Director is a member of the Governor's Public Safety Cabinet and consults with the Governor, the Legislature, other high level officials, constituent leadership and related associations, statewide and national policy boards on public safety needs, emerging trends, and proposed policies or changes in the law.

Duties include:

- Responsible for the overall direction and policy administration of DPSST, which provides training (basic through leadership) to all disciplines of public safety and enforces the standards and qualifications for individuals employed in public safety professions in the state.
- Determine agency program policies by analyzing research data, reports, trends and needs, and assesses the impact of proposed policy on the resources of large and small public safety agencies throughout the state.
- Oversee policy, program priorities and utilization of resources in order to carry out goals and objectives mandated by law, established by the Board, policy and advisory committees, and the Governor.
- Evaluate the quality of services provided, authorizes the redistribution of available resources to meet changing needs, coordinates program development, and must address fiscal and program problems as they arise.

- Directs, reviews, and approves the preparation of the agency's biennial and interim budget requests and directs strategic and business planning to guide present and future decisions and has the responsibility of conveying resource needs to the Governor and the Legislature.
- Represents the department and public safety generally, by participating in or coordinating Interagency and interstate committees and task forces and by addressing professional organizations and community groups to advocate and explain policies and practices.
- Directs, coordinates, motivates, and reviews the work of the agency executive staff, establishes reporting relationships, resolves conflicts and insures decisions are made with due consideration to laws, rules and regulations, policies, the strategic business plan and available resources.
- Facilitates collaborative thinking, planning and problem solving within the agency and among the public safety constituents and Oregonians.

Here's what you need to qualify:

Minimum Qualifications:

Eight years of management experience in a public or private organization which included responsibility for each of the following:

- **Development of program rules and policies**
- **Development of long- and short-range goals and plans**
- **Program evaluation**
- **Budget preparation**

In the "Work History" section on your Workday application, you must clearly describe your experience in each of the areas listed. Failure to provide this information may result in eliminating your application from further consideration.

Required Skills:

- **Extensive experience with state government systems including human resources and budget**
- **A confirmable track record of highly ethical and professional behavior**
- **Union labor contract knowledge**
- **Ability to promote a discrimination/harassment free work environment, foster and promote a diverse and inclusive workforce and environment**
- **Ability to resolve conflict and facilitate cooperative problem solving**
- **Solicit and engage with diverse groups including diverse stakeholders and communities of color in program planning and implementation.**
- **Experience with the principles and practices of public administration and management in state or local governments**
- **Ability to network and foster relationships with Chiefs, Sherriff's, Legislatures, Board Members, interest groups, national and local Public Safety Agency Heads, and news/media outlets.**

How to apply:

- To apply for this position, [click here](#) to be directed to the Oregon Job Opportunities page for this position. On this page, click “Apply” to fill out the online application and complete the questionnaire.
- **A resume and cover letter are required for this job posting.** Please attach them in the “Resume / CV” section of the application.
- Only complete applications received by the posted application deadline date will be considered.

After you apply:

- Log in to your Workday account before the job announcement closes to see if you have any pending tasks or actions, and make sure to complete these tasks or actions before the job announcement closes. These can be found under the “My Applications” section.
- Be sure to check both your email and Workday account for updates regarding this recruitment.

Helpful links and contact information:

Learn more about [DPSST](#)

[Understanding the State Application Process](#)

[Help & Support](#) webpage

For a complete listing of the duties and responsibilities of this position, we encourage you to contact John Paschal directly at (971) 666-9560 or via email at John.Paschal@oregon.gov.

The [DPSST](#) is an affirmative Action/Equal Opportunity employer and encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others to help us achieve our vision of a diverse and inclusive community.