



WASHINGTON STATE
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Office of the Governor
Olympia, Washington

NOW HIRING

Position open until November 30, 2016

DIRECTOR, RESULTS WASHINGTON

EXEMPT RECRUITMENT

The Office of the Governor is a non-represented agency. If you previously have applied for a position with the Governor's Office and are interested in this position, please reapply.

Special note: In accordance with WAC 357-19-195, employees who left classified service to accept exempt employment have the right to return to the highest class of position in which the employee previously held permanent status, or to a position of similar nature and salary, provided the employee was not terminated from an exempt position for gross misconduct or malfeasance.

SALARY AND BENEFITS

Salary depending on qualifications plus a competitive [benefits package](#) that includes paid vacation and sick leave; health, life and disability insurance; retirement options; flexible work schedules; training opportunities; and leave for military service.

PROCESS

The top candidates will be contacted directly to interview for this position. Because the selection will be based on information provided by you, it is in your best interest to identify the knowledge, skills and abilities that address the mandatory and desirable qualifications described below.

Interested applicants should submit the following:

1. A letter of interest describing specific qualifications.
2. A current resume detailing applicable experience, education and current salary.
3. A list of at least three professional references with current telephone numbers.
4. Personal Data sheet:
www.ofm.wa.gov/jobs/datasheet.doc.



Please send completed application packets by mail, fax or email to:

Office of the Governor
Attention: Kym Ryan
PO Box 40002
Olympia, WA 98504-0002
Email: kym.ryan@gov.wa.gov

POSITION DESCRIPTION AND DUTIES

The State of Washington is seeking a dynamic and experienced leader to lead its Results Washington office. The Director of Results Washington is appointed by the Governor and is an exempt position.

The Director leads a high performing team of professional performance improvement/management consultants responsible for helping state agencies and leadership improve the effectiveness of government and deliver results across five priority areas:

1. Education
2. The economy
3. Energy and the environment
4. Health and safety
5. Efficient, effective and accountable government.

Results Washington tracks nearly 200 metrics related to the priority areas and convenes five teams of state leaders each month to focus collaboratively on data and improvement work. More than half of Results Washington's metrics are currently on track to meet or beat targets.

The primary activities of Results Washington's team include:

- Advising the Governor, executive team and state agency executives on strategic development and implementation of government performance and accountability efforts.
- Measuring, improving, and reporting progress toward achieving key goals in the five priority areas listed above.
- Engaging with internal and external stakeholders, partners, data staff and subject matter experts.
- Providing leadership and technical assistance in helping promote the adoption of Lean management throughout state government. This effort includes broadening a culture and capacity for cross-agency implementation of Lean across Washington State, as well as oversight of Results Washington's Lean Fellowship program and annual state government Lean conference attended by 2,000 people.
- Serving as the Governor's liaison for performance audits, including monitoring/managing the audit process, agency involvement, and related deliverables.
- Communicating to the public regarding progress in the five priority areas.
- Leading Governor's special initiatives as required.
- Practicing continuous improvement, and by our example, setting the standard for Lean practices in Washington state government.

These activities are key tools for implementing the Governor's directive to continually evaluate and improve government services.

Nature and Scope

The position sets a vision for and manages the implementation and evolution of the Results Washington program. The director leads and develops staff work plans, tracks progress and establishes assignments to meet the priorities of the Governor, Chief of Staff and Director of the Executive Policy Office.

Essential Functions (Principal Responsibilities)

- Lead the Governor's Results Washington team, monitoring and fostering progress toward key goals and implementation of Lean principles.
- Ensure that this initiative results in measurable outcomes that are clearly communicated and meaningful to the general public.
- Advise the Governor and other agency executives on strategic development and implementation of government performance and accountability efforts, including evolving best practices.
- Manage Results Washington's performance audit, performance management, and Lean expert staff.

- Oversee the development and implementation of Results Washington's program objectives, work plan, and program deliverables.
- Develop and maintain communications with key external partners, including state legislators, stakeholder groups, corporate and non-profit Lean expert partners, local governments and the state's congressional delegation.
- Provide support to the director of the Executive Policy Office as appropriate.
- Coordinate with senior staff and executives from the Office of Financial Management to strategically align Results Washington, performance improvement and statewide initiatives.

QUALIFICATIONS AND CORE COMPETENCIES

Required qualifications

- Enthusiastic commitment to improving government effectiveness and deliver meaningful, real-world results to the people of Washington.
- Graduate degree in public policy, public administration, political science, law, or related field.
- Five to ten years of increasingly responsible experience in senior/executive level policy development and/or policy analysis.
- Three years of managerial/supervisory experience.
- An undergraduate degree may be accepted.

Special Requirements/Conditions of Employment

As a condition of employment, the incumbent will need to file a Financial Affairs Statement with the Washington State Public Disclosure Commission.

Preferred/desired qualifications

- Excellent communication skills.
- Ability to inspire, manage and foster a high-performing team performing a key role in state government.
- Ability to interact with senior leaders, senior staff in the Governor's Office, the Legislature, media, stakeholders and other community organizations.
- Experience in the application of advanced management principles in a diverse and complex state government organization.
- Knowledge and understanding of local government, and the executive, legislative, and judicial branches of state government.
- Ability to manage directly and indirectly where influence may be more effective.
- Ability to facilitate and sometimes mediate to achieve positive outcomes.
- Serve as a role model for others related to issues of ethical conduct or personal/professional standards.
- Ability to communicate personal vision and strategic direction, both internally and externally.
- Relationship building with the cabinet, the Legislature, state agencies and other jurisdictions to achieve statewide outcomes.
- Ability and willingness to collaborate.
- Ability to look broadly across all measures as a way to view areas of success.
- Ability to develop and maintain effective partnerships with executive management, business process owners, and providers of support functions necessary to efficiently and effectively deliver services to citizens.
- Demonstrated ability to solve problems using proven methods.

- Demonstrated ability to coach employees to solve problems.
- Commitment to continuously improve processes.
- Ability to identify opportunities for improvement and apply innovative and creative process improvement techniques to streamline and improve the delivery of services
- Familiarity with standard office tools such as Microsoft Word, Outlook and Excel.

Core competencies

- Demonstrated ability to solve problems using proven methods
- Commitment to continuously improving processes

The Office of the Governor is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, and disabled and Vietnam-era veterans are encouraged to apply. Persons needing accommodation in the application process, or who wish to receive this job announcement in an alternative format, may call 360-725-0158 or the Telecommunications Device for the Deaf: 711 Relay.