

Date: Nov. 7, 2022

To: Environmental Quality Commission

From: Nancy Bennett, Interim Deputy Director

Subject: Item I: DEQ Director Recruitment (Informational)
Nov. 17-18, 2022, EQC meeting

Update on Director Recruitment

DEQ remains engaged with EFL Associates, an executive search firm, to assist the commission in the Director's recruitment process. A recruitment group, led by Chair George and Commissioner Kile, meets weekly to review materials and applications and discuss recruitment and outreach efforts. The recruitment team is expected to consult on potential candidates with the incoming Governor.

The application materials were posted on the State of Oregon's job site in late September, and are available at: https://oregon.wd5.myworkdayjobs.com/en-US/SOR_External_Career_Site/details/Department-of-Environmental-Quality--DEQ--Agency-Director_REQ-108321

DEQ issued a list of potential draft interview questions for public review and comment the week of November 7. That list is available through the agency's recruitment webpage, <https://www.oregon.gov/deq/about-us/eqc/Pages/Recruitment2022.aspx>, and DEQ will review all comments and feedback in the last week of November to help develop final proposed interview questions.

The application period was originally scheduled to close in mid-October, but Chair George extended the opening until November 13. A sub-team of the recruitment group will be conducting initial screenings and first round interviews in the next month. The results of those first round interviews will be discussed with the commission at its January 2023 meeting, and the commission will identify candidates, and publicly announce them, for final interviews and engagement with internal and external parties. The commission may wish also to seek public comment on what forms of internal and external engagement it should provide for in review of finalists. The full commission will conduct the final interviews and in February 2023 to make a final decision.