

Oregon Department of Fish & Wildlife

The State of Oregon is preparing to conduct a search for the next Director, for the Oregon Department of Fish & Wildlife (ODFW).

As we move into the recruitment/selection stages of the process, we would like to take a few moments to obtain your perspective and insight on the qualities needed in this position. Your input will help us select a new Director who meets the needs of our agency, stakeholders, and the public.

The mission of the Oregon Department of Fish and Wildlife is to protect and enhance Oregon's fish and wildlife and their habitats for the use and enjoyment by present and future generations.

Facts about the Oregon Department of Fish and Wildlife:

- 1262 full time employees
- annual budget \$343 million
- 25 district and field offices
- 33 hatchery facilities
- manage 16 wildlife areas, about 160,00 acres
- in 2013 Oregon had about 617,000 licensed anglers, and 259,000 licensed hunters

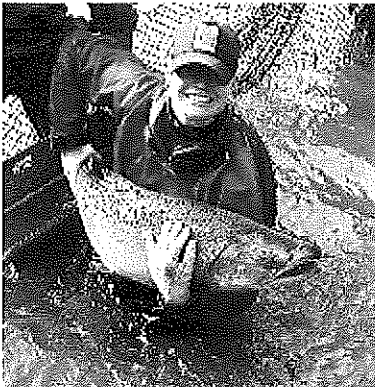
There are a total of seven questions. It should take less than five minutes to complete. Thank you for taking the time to complete this survey.

Note: While information provided in this survey may be subject to public disclosure, sources are not identifiable.

Oregon Department of Fish & Wildlife

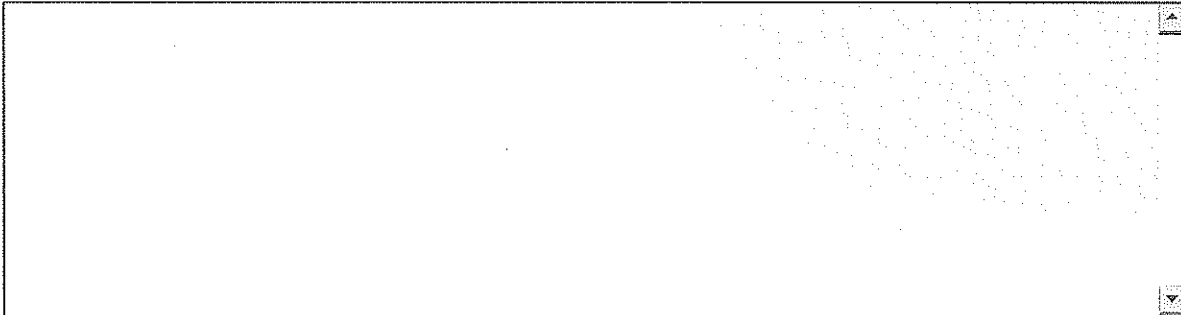
1. The Oregon Department of Fish & Wildlife Director must possess a number of characteristics, experiences, and qualities to be successful. Please select the criterias you feel are most important in a Director for the Department of Fish and Wildlife.

- Experience managing human, financial, budget, and information resources in a manner which instills employee and public trust and accomplishes the organization's mission.
- Have been guided with a strong conservation mindset and a commitment to using scientific basis for resources management
- Experience directing the development of policy for fish, wildlife and/or natural resources management
- Experience in communicating high profile, complex and potentially controversial subject matter in a manner that contributes to transparency and encourages public trust in the agency
- Understand how to foster a climate in which employees strive to meet the highest standards of performance
- Demonstrate strategic and visionary leadership in the areas of fish and wildlife and natural resources management
- Experience as a skilled consensus builder working with multiple stakeholders, often with competing interests.
- Ability to make progress in resolving long standing and emerging problems



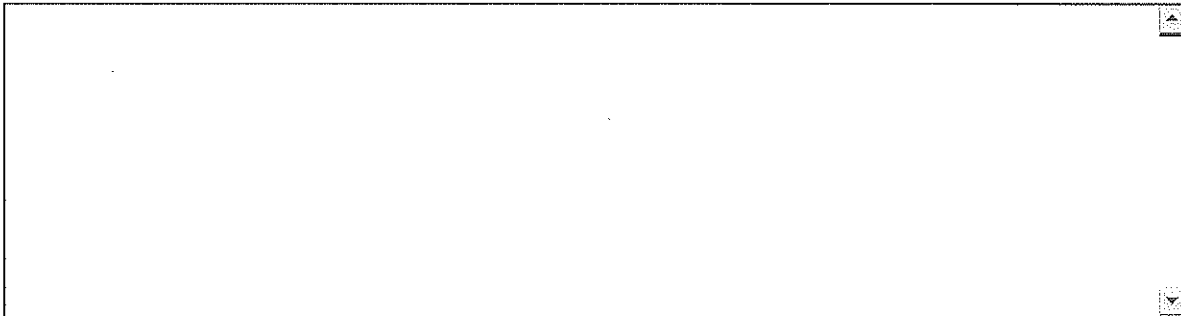
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2. Are there any additional characteristics, experience, or qualities (not mentioned in question #1) the next Department of Fish & Wildlife Director might need in order to be successful?

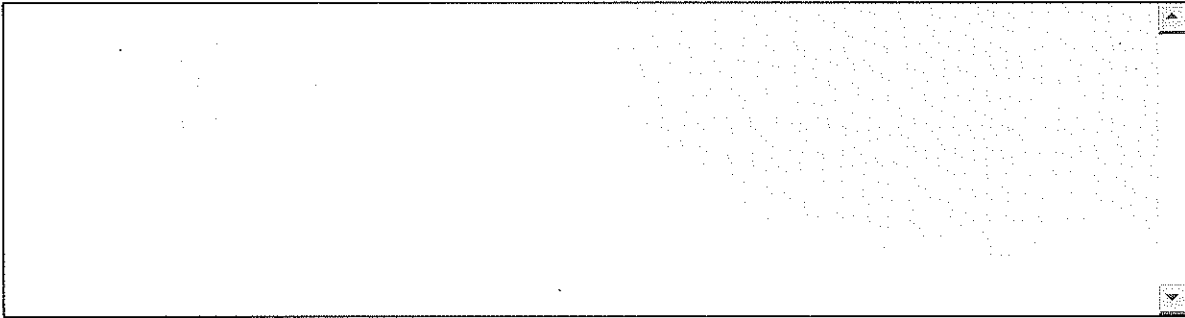


3. The mission of the Oregon Department of Fish and Wildlife is to protect and enhance Oregon's fish and wildlife and their habitats for the use and enjoyment by present and future generations. The Director is responsible for managing the Department in a manner that serves this mission.

What are the critical issues or key challenges you believe the new Director and/or the agency faces over the next 10 years?



4. Is there anything else you would like to share with us that will be helpful in our selection process?

A large, empty rectangular text box with a dotted pattern, intended for user input. The box is positioned below the question and occupies a significant portion of the page's width. It has a thin black border and small arrow icons in the top-right and bottom-right corners, suggesting it is a scrollable text area.

5. If you have any suggestions for marketing/advertising and outreach for this position, please provide them below.

Websites	<input type="text"/>
Associations/Organizations	<input type="text"/>
Newsletters	<input type="text"/>
Magazines	<input type="text"/>
Etc.	<input type="text"/>

6. May we provide announcement materials for you to distribute to your contacts/networks? If so, please provide your contact information and the best way for us to send it to you (email, mail, etc.).

7. Stakeholder Information: Please select the group you MOST identify with.

I am affiliated with:

- Commercial fishing organization
- Conservation organization
- Department of Fish & Wildlife employee
- Energy utilities and developers
- Fishing & Hunting guides/outfitters
- Hunting organization
- Local governments & councils
- Private landowners—both individuals/families and corporations (eg, Weyerhaeuser)
- Recreational fishing organization
- Retail vendors of rec licenses (eg, Bi-Mart)
- State & Federal agencies
- Trappers
- Wildlife watchers
- Member of the public (not included above)
- Other (please specify)

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Please click "Done" to complete your survey.

Thank you for taking the time to share your feedback. Your input is greatly appreciated.

If you have any questions, please feel free to contact me at Enrique.Sama@Oregon.gov