

Be a leader in  
CCC's collaborative  
culture and strong  
workforce



## Apply now to be Clackamas Community College's next Chief Human Resources Officer

Help sustain the collaborative culture and strong workforce of Clackamas Community College by becoming its Chief Human Resources Officer (CHRO). CCC provides a collaborative and supportive work environment, and values the diversity of its workforce.

This position oversees and manages the human resources functions for the college, ensuring policies, practices and systems support a thriving work environment.

The CHRO has overall responsibility and accountability for long-range planning, program development, problem solving, program implementation, and staff development.

The CHRO is responsible for monitoring progress and alignment with the college's mission and strategic priorities, and anticipating and planning for change. The CHRO must possess a strong understanding of diversity, equity and inclusion as related to human resources initiatives. In addition, this position provides leadership in employee relations activities and compliance efforts.

### Monthly Salary:

**\$8,616 - \$12,457**

### Annual Salary:

**\$103,392 - \$149,484**

**Job Type:** Full-Time, Exempt,  
Non-Union

**Location:** Oregon City Campus,  
19600 Molalla Ave, Oregon City,  
Oregon 97045

**Division:** Human Resources  
**Reports to:** Vice President of  
College Services

**For detailed information about this position or to apply, please see page 2 of this document.**



**Education That Works**

**Employees are our most important asset.** We offer a complete benefit package for eligible employees and their families (including domestic partners) with a broad range of benefit options, including medical, dental, vision, prescription, life insurance, long-term disability insurance and PERS membership. To learn more about all the benefits CCC has to offer, visit:

[www.clackamas.edu/benefits](http://www.clackamas.edu/benefits)

**CCC does not discriminate** on the basis of race, color, religion, gender, sexual orientation, marital status, age, national origin/ancestry, disability, family relationship or any other protected status in accordance with applicable law. The college's commitment to nondiscrimination applies to curriculum activity and all aspects of operation of the college.

#### PURPOSE OF POSITION

The CHRO has overall responsibility and accountability for long-range planning, program development, problem solving, and staff development. This position provides leadership in employee relations activities, including contract negotiations, and ensures contract education and good faith execution.

This position oversees the full scope of human resources activities and programs, and leads the human resources team in setting goals and strategies for the division. Oversight includes payroll, talent acquisition, compliance, labor relations, compensation, benefits, fairs, data collection, professional development, training, Title IX, Title VI and diversity initiatives.

#### ESSENTIAL JOB FUNCTIONS

The CHRO oversees and manages the human resources functions for the college, ensuring policies, practices and systems support the ability to provide a thriving work environment.

The CHRO is a key champion of diversity, equity and inclusion efforts at the college.

The CHRO serves on the executive team and provides information, shares ideas, and helps determine the overall direction of the college.

In order to guide managers in the administration of labor contracts, the CHRO is proficient in the three collective bargaining agreements representing full-time faculty, part-time faculty and classified staff.

The CHRO oversees a team of seven full-time employees and one part-time student employee.

#### QUALIFICATIONS

- Knowledge of personnel administration and supervision to oversee and manage human resources employees.
- Knowledge, skill and ability in implementing diversity, equity and inclusion programs and policies.
- Knowledge of and ability to interpret and apply local, state and federal regulations.
- Knowledge of human resources programs, practices and activities in order to lead a competent team of professionals and be responsive to customer needs.
- Knowledge, skill and ability in delivering strong and responsive professional development initiatives.
- Skill as a strategic thinker, and a strong and competent leader who is able to carry out large-scale initiatives with skill and tact.
- Skill in cultivating a collaborative work environment.

#### QUESTIONS?

Email [hr@clackamas.edu](mailto:hr@clackamas.edu). For technical assistance with your application, call 855-524-5627. For detailed information, visit: [www.clackamas.edu/jobs/opportunities](http://www.clackamas.edu/jobs/opportunities) or click the button to the right.

#### MORE ABOUT CCC

For more than 50 years, Clackamas Community College has been changing to meet the needs of the community it serves. CCC is known for its welcoming environment, cutting-edge initiatives to promote student success and state-of-the-art facilities. *The Military Times* ranked CCC fourth in the nation as a "Best for Vets" two-year college.

Recognized for its committed, supportive faculty and staff, CCC offers classes and services to a diverse student body totaling more than 25,500 at three active campuses—the **Oregon City** and **Wilsonville** campuses, and the **Harmony Community** campus in Milwaukie. Each campus is served by public transit.

As one of the larger employers in Clackamas County, CCC is staffed by over 1,000 full- and part-time faculty, staff, administrators and student workers.

#### ABOUT THE AREA

CCC is located in **Clackamas County**, and is one of the four counties that make up the **Portland metropolitan area**. The county offers something for everyone, from skiing on **Mt. Hood**, boating on the **Willamette River** to visiting the fertile **Willamette Valley** farms. The county is also rich in arts, featuring an abundance of festivals and events.

**Oregon City**, home of Clackamas Community College's main campus, marks the end of the Oregon Trail. At the confluence of the Willamette and Clackamas Rivers, the city is home to shopping, recreation and a variety of historical and cultural attractions.

#### By the Numbers:

- 18 miles to shopping and dining in downtown Portland
- 100 miles to beaches and camping at the Oregon Coast
- 50 miles to skiing and snowboarding in the Cascade Range
- 38 miles to waterfalls and hiking along the scenic Columbia River Gorge

**CLICK HERE  
TO APPLY TODAY!**

