



LINK
OREGON

Executive Director Opportunity

Leadership Profile
September 2024

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Opportunity Overview

Oregon's trailblazing research, education, and government network is seeking an exemplary leader with demonstrated experience in broadband technology and organizational leadership who is passionate about public service and the role of networking in advancing innovation across our state.

This role offers the opportunity for a strategic, visionary leader to make meaningful impact in advancing digital equity across the state of Oregon by expanding access to high-speed connectivity for public and non-profit entities. The Executive Director will also lead our organization in advancing the technology roadmap for our state-of-the-art fiber network that supports emerging scientific research and high-performance computing initiatives across Oregon's public universities, and raise our profile nationally among REN peer organizations.

If you are ready to turn the chapter on "business as usual" in your career and lead a purpose-driven organization in a unique role that blends technology, business and thought leadership, Link Oregon invites you to apply for the position of Executive Director and be a part of something extraordinary.

About Link Oregon

Established in 2019, Link Oregon is a federally tax-exempt 501(c)(3) nonprofit organization dedicated to revolutionizing broadband infrastructure across the state and advancing research, education, healthcare, and public services through our cutting-edge, middle-mile fiber-optic network. Our high-capacity network is built for modern research, education, and public service applications, fostering collaboration, information sharing, and service delivery across Oregon.

With a strong emphasis on middle-mile infrastructure, Link Oregon partners with a diverse ecosystem of local, regional, and national collaborators to serve a broad range of constituents—from small community anchor institutions to advanced research and high performance computing facilities. We foster collaboration on statewide technology initiatives to the benefit of our members. We engage closely with rural and Tribal communities, public entities, and educational institutions to bridge the digital divide and promote digital equity across the state. Strategy and governance is overseen by the [Board of Directors](#).

Founding Members:



Your Role as Executive Director

As the Executive Director of Link Oregon, you will spearhead the continued growth of our state-of-the-art network, leading a team of domain experts to develop and execute on service roadmaps. You also will serve as a thought leader and external voice of our organization, championing issues, driving advocacy where needed, identifying opportunities for collaboration, and nurturing relationships with a broad network of stakeholders, including state and national policymakers, community organizations, academic institutions, Tribal entities, and public and private partners. Your role will involve:

- **Strategic Leadership:** Develop and implement strategic and business plans that align with emerging trends in networking technology and support the diverse needs of our members—from community anchor institutions to state-of-the-art research universities. Lead a mission-driven team of talented professionals and nurture a company culture that attracts and retains talent and champions diversity, equity, and inclusion.
- **Financial Stewardship:** Ensure the financial health of the organization through effective fiscal management, diverse funding strategies, and sustainable business practices.

- **Partnership Development:** Build strong partnerships with public and private entities, including local governments and Tribes, educational and research institutions, healthcare providers, policymakers, and industry partners.
- **Network Development:** Oversee the growth and management of Link Oregon's network infrastructure, ensuring reliability, scalability, security, and cost-effectiveness in delivering high-speed broadband services.
- **Growth and Expansion:** Identify and pursue new opportunities for service expansion and impact in alignment with member needs. Proactively partner with last mile and dark fiber providers to expand services.
- **Advocacy and Representation:** Serve as the primary representative of Link Oregon at regional, national, and international forums that align with our mission, advocating for policies and initiatives that support advanced networking and promote broadband equity.

Benefits of Joining Link Oregon

- **Impactful Work:** Lead a mission-driven organization that plays a vital role in expanding broadband access to underserved communities, fostering innovation in research and advanced computing applications, and enhancing education, healthcare, and government services throughout Oregon.
- **Professional Growth:** Lead a collaborative, passionate team where your strategic insights, leadership abilities, and innovative thinking will drive significant advancements in technical innovation, broadband equity and digital inclusion.
- **Competitive Compensation:** Link Oregon offers a competitive salary and benefits package, including health insurance, retirement contributions, and professional development opportunities.
- **Community and Collaboration:** Be part of a collaborative network that includes local, state, and national organizations, such as the NTIA, NOAA, NSF, FCC, Internet2, The Quilt, SHLB, NDIA, and peer Research & Education Networks (RENs).

Why Oregon?

Living and working in Oregon offers an exceptional quality of life. Known for its stunning natural beauty, Oregon features everything from rugged coastlines and lush forests to vibrant urban centers and charming small towns. Enjoy outdoor activities such as hiking, biking, skiing, and fishing, or immerse yourself in the state's rich cultural scene, with renowned theaters, art galleries, and live music venues.

Oregon is also a hub for innovation, sustainability, and community engagement. With a strong commitment to environmental stewardship, the state boasts a thriving economy powered by a diverse range of industries, including technology, education, healthcare, and more. As the Executive Director of Link Oregon, you will have the unique opportunity to live in this dynamic state while making a meaningful impact on the lives of its residents by driving forward the expansion of broadband access.

Learn more about what Oregon has to offer: [Travel Oregon](#)

More Reasons to Join the Team

HYBRID WORKPLACE

This position offers the opportunity for a hybrid (remote and in-office) work environment. The primary office location is in Portland, OR. Team meetings and other business requires periodic travel throughout the state. The incumbent must reside in the state of Oregon.

WE EMBRACE DIVERSITY

Diversity in thought, perspective, experience, and life is a vital part of our culture. It is this culture that allows us to innovate, solve problems and succeed.

BENEFITS

This position is hosted by OHSU, a founding member of Link Oregon. As an OHSU employee, you have access to competitive, affordable benefits that can provide protection, peace of mind and savings. Our packages include:

- Medical, dental and vision coverage at no or low cost to employees
- Access to exceptional retirement plans
- Generous paid holidays, vacation and sick time
- Access to group life insurance, disability insurance and other supplemental benefits
- Discounts just for OHSU employees

Position Description

Link Oregon, a nonprofit organization founded in 2019 by Oregon's four largest public research universities (Oregon Health & Science University, Oregon State University, Portland State University, and the University of Oregon) and the State of Oregon (Enterprise Information Services), is a statewide networking consortium dedicated to developing and operating an extensive middle-mile fiber-optic network. As an organization that serves the public, educational, and nonprofit sectors, Link Oregon provides state-of-the-art broadband infrastructure to advance research, education, healthcare, and public services across the state.

The Executive Director will lead Link Oregon in achieving its mission of operating and expanding a facilities-based middle-mile network, currently comprising over 2,500 route-miles of lit optical fiber, a modern optronics platform with more than 30 attachment locations, and an Ethernet transport platform. This infrastructure enables connectivity to the commodity internet, local peering, direct cloud connections, and advanced research networks such as Internet2 and CENIC. In addition, Link Oregon provides cybersecurity and collaborative IT services to its members, supporting the organization's broader goals of facilitating large-scale data movement, enhancing access to major cloud computing resources, and delivering affordable, high-speed broadband and other critical network services.

The Executive Director will provide visionary leadership to make Oregon a national leader in achieving these goals, creating new opportunities for research, service, and collaboration at local, regional, and national levels. Reporting directly to the Link Oregon Board of Directors, the Executive Director will cultivate and maintain strong relationships with the founding members, stakeholders, state and national policymakers, funders, and members from diverse communities—including libraries, colleges, local governments, K-12 schools, and corporate and public partners within the Oregon broadband ecosystem.

As the primary representative of Link Oregon, the Executive Director will engage in national and regional associations aligned with the organization's mission and will establish Oregon's leadership presence within the peer community of higher education, research networks, and other related sectors.

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Key responsibilities include:

- **Strategic Leadership:** Set the strategic direction of Link Oregon by developing and executing comprehensive strategic and business plans, ensuring the organization's growth, success, and alignment with its mission.
- **Financial Oversight:** Secure and manage diverse funding sources, including grants, fees, federal subsidies, and appropriations. Oversee budgeting, cost management, and the development of fee structures to ensure financial sustainability. Manage capital expenditure planning, investments, and reserve strategies for long-term organizational benefit.
- **Network Development and Management:** Oversee the development, organization, administration, and technical infrastructure of Link Oregon's statewide network. Manage the acquisition and maintenance of fiber and network services, technology portfolios, and operations staff to ensure the delivery of services that meet or exceed expectations.
- **Stakeholder Engagement and Collaboration:** Build and sustain productive relationships with all stakeholders, including state and national policymakers, public and private sector partners, and members of the Oregon broadband ecosystem. Foster opportunities for collaboration that enhance service delivery and research capabilities.
- **Governance and Organizational Management:** Engage effectively with governance and advisory groups to set organizational goals and priorities. Ensure compliance with organizational policies and foster a culture of innovation, accountability, and excellence.
- **Growth and Expansion:** Identify and pursue opportunities for service expansion, including exploring federal and state funding opportunities. Develop business and implementation plans to realize new growth areas, enhancing Link Oregon's impact statewide and beyond.

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The Executive Director will be a dynamic and strategic leader with a deep understanding of middle-mile infrastructure, broadband technology, and the unique needs of public, educational, and nonprofit sectors. They will bring a strong vision for growth and the ability to navigate complex stakeholder landscapes, positioning Link Oregon at the forefront of innovation in broadband connectivity and digital equity.

The Executive Director has statewide, regional, and national impact, making decisions about what services will be offered, and the expansion, improvement, and evolution of those services; sets technical directions and standards; and makes a full range of personnel and financial decisions. While the ED has a high level of autonomy within the Link Oregon member institution where her or his employment is based, the ED has a significant reporting responsibility with the Link Oregon Board of Directors (as led by its Chair, Vice Chair, and Treasurer) and consultation expectations with the various advisory committees that are established on permanent and ad hoc bases.

Please note that all Link Oregon team members are expected to meet the following commitments:

- **Data Statement:** Link Oregon has a commitment to deliver data as a strategic working asset and to enable data informed decision making. Link Oregon leaders and staff will lead by example and use data to inform decision making at all levels in the organization. Individuals in technology roles are also expected to design systems with data portability in mind and work within enterprise architecture and privacy guidelines.
- **DEIA Statement:** Link Oregon has a deep commitment to and belief in the strength and value of diversity, equity, inclusion, and access (DEIA) both throughout our team and as an intentional and active practice to advance the vision, mission, and strategic efforts of the organization. As the leader of Link Oregon, the ED is expected to foster and promote the values of DEIA and to demonstrate a commitment to inclusive excellence in their work.
- **Security Statement:** Proactively securing and protecting Link Oregon’s digital assets and information systems is crucial to our mission and vision to create and operate a statewide, high-speed, fiber-optic network for the public and non-profit sectors that enhances every level of education, improves healthcare and government services, facilitates information sharing, and positions Oregon at the forefront of research and innovation. All Link Oregon professionals have a direct responsibility for the provision of high quality and secure IT systems and services. Individuals in technology roles are expected to be responsive to security related actions and requirements, and to collaborate to find secure ways to support the Link Oregon community and their missions.

Key Responsibilities and Performance Standards

Organizational Leadership – 30% of Duties

Lead a dedicated and mission-driven team through an era of transformative change and organizational growth. Set vision and create an appropriate organizational structure to meet Board goals and service expectations for the statewide network and related services. Lead development and build consensus on the organization's long- and short-term goals and strategies. Exhibit successful leadership at the national level in the community of regional research, education, and public-sector networks. Support the Board's goals for improvements to public policy in healthcare, education, government services, advanced research, economic development, and affordable broadband. Make structural recommendations to the Board as it pertains to member contributions, asset management, and service contracts. Engage with the Board and advisory groups to make community supported decisions.

Business Development, Advocacy, and Communication – 40% of Duties

Work and engage with stakeholder communities, including K-12, higher education institutions, public libraries, local governments, state agencies, and public-purpose non-profits, to ensure that services meet the needs of stakeholders and to accomplish business development goals. Work with regional networks in other Western states as partners to improve services and to ensure Oregon is best positioned to pursue national/regional education, research, and public policy opportunities. Represent Oregon in regional technology consortiums, national organizations, and statewide forums, boards, and commissions. Negotiate solutions to major issues involving policy and direction changes with the Board, members, and other constituencies. Ensure the organization delivers excellent customer service and maintains positive, productive relationships with members, and external partners and collaborators.

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Technical and Operational Management – 15% of Duties

Ensure availability and quality of robust, reliable, and technologically advanced network facilities and services. Approve operational guidelines for services provided by Link Oregon, and ensure effective procedures are in place for critical aspects of work, including project planning and implementation, disaster recovery/business continuation, change management, security response, and daily operations of services (including timely response, efficient delivery, and effective problem resolution). Responsible for ensuring staff successfully maintain and evolve technology infrastructure as well as provide effective and well executed services. Advise in the development of needed policies and ensure compliance with all existing policies and appropriate state and federal regulations.

Build an effective and service-oriented unit through clearly articulated goals and expectations, direct supervision, mentorship, and team building. Develop line management staff by setting performance objectives, conducting performance reviews, and actively coaching on strategies for improvement. Design and host events meant to build unit cohesion and focus entire unit on objectives. Execute personnel actions as appropriate.

Administrative Management – 15% of Duties

Manage an annual budget (currently \$7.7 million in fiscal year 2025), set spending priorities, approve expenditures, and assure fiscal accountability within annual budget and external audit processes. Review and approve regular budget reports, investment plans, and spending projections. Design and carry out appropriate funding model strategies, finance mechanisms, and service offerings. Provide fiscal management for partnership assets, liabilities, and service offerings.

Establish and lead an effective management team. Recruit and retain a diverse staff. Ensure that procedures and organizational culture maximize employee productivity and that organizational outcomes are met. Lead staff in maintaining a climate of excellence, accountability, and respect. Ensure compliance with relevant workplace, employment, and applicable telecommunications and data privacy laws.

Candidate Qualifications

Qualifications	Required	Preferred
Education	<ul style="list-style-type: none"> Bachelor’s Degree 	<ul style="list-style-type: none"> Advanced degree in a technical, business or related field
Experience	<ul style="list-style-type: none"> Minimum 10 years professional experience in assigned functional areas Demonstrated successful managerial and leadership experience as a servant leader Proven experience managing human and fiscal resources, including a large and complex budget. 	<ul style="list-style-type: none"> Experience managing network-serving organizations that support education, healthcare, government services, and community-based governance, enhancing innovation, information sharing, and collaboration across public and nonprofit sectors.
Job Related Knowledge, Skills and Abilities (Competencies)	<p>Knowledge:</p> <ul style="list-style-type: none"> Demonstrated understanding of the technical needs and practices of a statewide regional optical network Working knowledge of networking, communications and data center technology, trends, relevant regulations, and best practices for delivering infrastructure services and support operations. 	<ul style="list-style-type: none"> Comprehensive knowledge of networking and communication technology Experience with organizational change management (OCM) framework Proven ability to plan and deliver oral and written communications that are impactful and persuasive with their intended audiences

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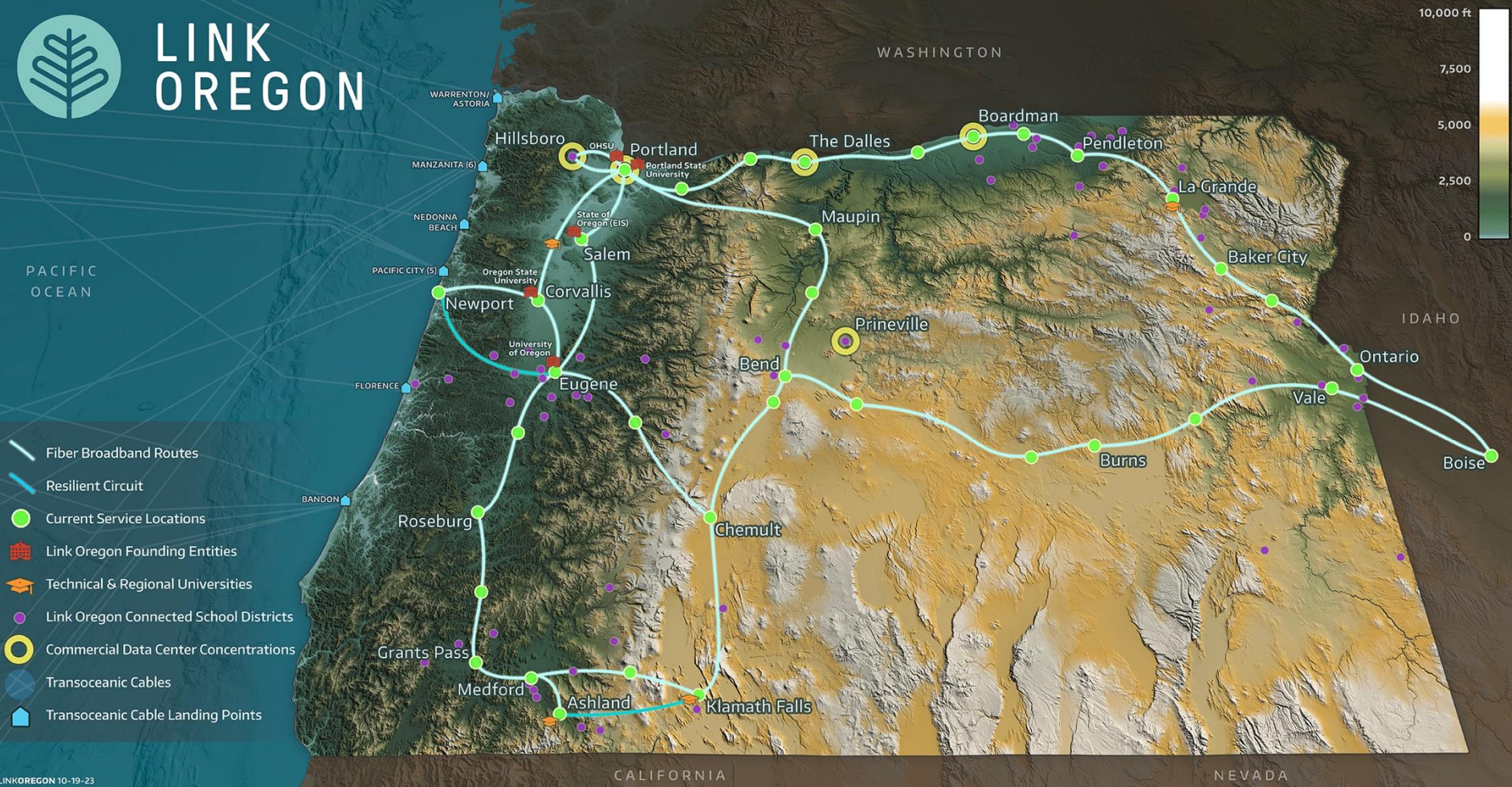
Candidate Qualifications

Qualifications	Required
Job Related Knowledge, Skills and Abilities (Competencies) - Continued	<p>Skills:</p> <ul style="list-style-type: none"> • Working knowledge of impactful vendor management skills such as negotiation, financial analysis and pricing. • Excellent presentation, verbal, and written communication skills; ability to clearly communicate both verbally and in writing to others at all levels, including executives, legislators, researchers, etc.; ability to explain Link Oregon’s services and value to a wide range of audiences across sectors. • Manage confidential and sensitive information. This position is designated as a critical, security-sensitive position; therefore, the incumbent must successfully complete a Criminal Background Check and be deemed fit for duty at placement and while serving in the position. <p>Competencies:</p> <ul style="list-style-type: none"> • Ability to represent Link Oregon effectively in the region and nationally with members, external constituents, statewide stakeholders, and federal officials. • Demonstrated ability to develop and maintain effective relationships with staff, colleagues, members, business partners, and other stakeholders. • Demonstrated ability to seek and achieve consensus that leads to productive and effective provision of services. • Demonstrated proficiency in planning and leading change. • Demonstrated commitment to promoting and enhancing diversity, equity, inclusion and belonging.

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Candidate Qualifications

Qualifications	Required
Core Competencies – OHSU and Link Oregon	<p>This position is hosted by OHSU. Core Competencies are expected of all OHSU employees regardless of their position within the organization:</p> <ul style="list-style-type: none"> • Inclusion, Collaboration and Teamwork: Every person matters. We benefit from the rich variety of ideas, skills and perspectives that emerge when we work together. Our collaboration fuels innovation, better solutions to complex problems, and a sense of community. Cultivating a climate of inclusion and respect enables us to partner with those who can help OHSU achieve its vision. • Organizational Perspective: We are all connected. Whether our role is caring for patients, inspiring students, advancing scientific knowledge, or supporting those endeavors, each person’s work impacts another’s. When we understand how our actions and decisions affect the whole, we can better align the needs of our workgroup with the best interests of OHSU. We have a common purpose that guides what we do and why. • Performance Results: We work hard to make great things happen. We hold ourselves and our colleagues to high standards of performance that are focused on results. We pursue excellence by giving and receiving feedback openly and directly. We continually seek to improve ourselves and our work by setting goals, measuring outcomes and developing our knowledge and skills. We exceed expectations in pursuit of our vision. • Personal Effectiveness: We are strong in character. As individuals, we value integrity and inspire trust. We meet obstacles with calm resolve and can adapt quickly to change. We continue to move forward, even when the way is unclear. Each of us aspires to be our best self, accountable for the work we do and dedicated to the purpose of OHSU.



Procedure for Applying

If you are ready to lead an innovative organization dedicated to making a difference in the lives of Oregonians, we encourage you to apply! Submit your resume and a cover letter detailing your qualifications and vision for Link Oregon through [OHSU's application portal](#). Please direct any questions to recruitment@linkoregon.org. Applications received by November 1, 2024, will receive priority review.