About the Agency

The Employment Security Department (ESD) helps workers and employers across the state by delivering employment services, benefits and a fair and stable unemployment insurance system. Employment Security is headquartered in Olympia on the capitol campus and its mission is to provide Washington State communities with inclusive workforce solutions that promote economic resilience and prosperity.

ESD is Washington state’s Workforce Agency. To enable the vision of a Washington state that is the nation’s best and most future ready workforce with opportunities for all, the organization provides Washington communities with inclusive workforce solutions. Those workforce solutions do two things: support Washingtonians during times of employment transition and distress and help Washington businesses obtain talent. The most prominent of those solutions include:

- Unemployment Insurance
- Paid Family and Medical Leave
- Long-Term Care
- Statewide Re-employment services and the administration of funding for the WorkSource system
- Labor Market Economics and Analysis
- Agricultural Seasonal Workforce System
- Service Corps
- Career Connect Washington (grant administration)
- Economic Security for All (grant administration)

We believe in the power of finding the right job for each person, every time. We do this by connecting employers with job seekers and supporting transitions to new jobs, ultimately empowering careers.
Position

The Commissioner leads the organization, setting the vision and overseeing all aspects of management, budgeting, project delivery, strategic planning and execution. The solutions that ESD provides act as a spring helping stabilize the economy for the state as well as for every individual household within the state. The Commissioner is fundamentally responsible for making sure that spring remains as agile as possible.

To do that, the major roles this position plays for the agency include:

- Formulating and enabling the strategic plan – including setting the vision, mission and, values
- Overseeing the creation of new businesses and ensuring their long-term sustainability – for example, Paid Family and Medical Leave and Long-Term Care
- Ensuring and increasing employee engagement and retention
- Ensuring the operation, solvency and quality of the workforce solutions for which the agency has oversight
- Developing, nurturing, repairing and leveraging partnerships and collaborations across the workforce, education and economic spheres within Washington state
- Sharing best practices and collaborating with other regions, states and national organizations
- Representing the agency in local, national and international forums where our voice and experiences are relevant and valuable and where the engagement can benefit Washingtonians

The Commissioner reports directly to the Governor and serves on the Executive Cabinet. The Commissioner oversees approximately $6.7 billion in trust funds and an annual operating budget of $391 million.
The Ideal Candidate

For this important role Employment Security seeks a creative, passionate leader that brings to life the values and culture of the organization. We are seeking a credible, unifying leader who is deeply committed to the success of the organization and is a strategic big-picture thinker. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.

Leading Change
- Creativity and Innovation: Ability to generate new and innovative approaches to problem solving that are effective and responsive.
- Flexibility: Adjusts quickly to changing priorities and conditions.
- Strategic Vision: Ability to translate big-picture vision and goals into plans that are realistic and effective.

Leading People
- Build Talent Pools: Hire, mentor and develop a qualified, diverse staff.
- Results Driven: Measure success by outputs rather than inputs. Set high standards of performance.
- Lean Management: Streamline and remove processes that do not bring value to the customer.

Building Coalitions
- Partnering: Builds alliances and collaborates across boundaries to build strategic relationships. Build public trust in government.
- Business Acumen: Ability to manage human, financial and information resources strategically.
Desirable Qualifications

The preferred candidate will have experience and demonstrated success in the following areas:

- Large-scale leadership and management experience.
- Strategic leadership and planning skills in a large, multi-service organization.
- Experience managing a large, diverse service delivery organization in a dynamic environment which includes establishing a vision for an agency or organization, overseeing the development of a strategic plan, and motivating the department to implement the plan across programs statewide.
- Experience providing executive level direction for major statewide projects and programs. Demonstrated ability to communicate effectively, persuasively and expertly in writing and in oral presentations and interactions.
- Experience providing oversight of large and complex information technology projects.
- Experience administering a large complex insurance program and/or a large complex employment placement agency, or other complex business.
- Significant fiscal responsibility in a complex public or private organization managing budgets, which include multiple sources of funds.
- Champion of equity, diversity and inclusion and demonstrated cultural competency.
- High level of integrity, ethics and transparency.
- Successful experience working with labor unions in an interest-based bargaining environment.
- Experience implementing LEAN management methods aimed at simplifying processes and reducing costs.
- Ability to implement executive and legislative policies and make internal policy decisions with large-scale implications.
- Successful experience working with business, labor, the legislature, tribes, community leaders and other stakeholders and partners.
- An earned Bachelors Degree from an accredited institution with at least seven years in a senior leadership role within a substantial and complex government agency, not-for-profit or a for-profit corporation that involves leading a diverse staff and management of significant funds. A Masters Degree is preferred. Candidates should bring strengths in both external relations and high-level internal management, with an ability to balance the two.
APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume detailing size and scope of leadership and management experience.

If you have questions regarding this announcement, please call Marissa Karras at (360) 956-1336. The position will remain open until filled; however, the screening process will move quickly.

Please submit your application materials as soon as possible but no later than April 5th, 2021 by visiting www.karrasconsulting.net and clicking on “view open positions.”

The maximum annual salary for this job is $188,028. The starting salary for this job may be less than the maximum amount.

The State of Washington is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.
Live and Work in a Great State

Washington State offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high-energy urban center of Seattle, one of the nation's top-ranked cities, to the more relaxed pace of our rural communities, Washington's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.

The position is located in Olympia, the Capital City of Washington State. Olympia is a vibrant city with a small-town feel conveniently situated between two major cities, Seattle and Portland. Mount Rainier and the rugged Cascade Mountains provide majestic scenery, while Washington's Pacific Coast is just an hour’s drive to the west. Olympia enjoys the benefits of an engaged and educated community and a well-supported school system.