

Overview

Oregon's trailblazing research, education, and government network, Link Oregon, 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 a meaningful impact in advancing digital equity in 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 become a part of something extraordinary.

About Link Oregon

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), Link Oregon is a statewide networking consortium dedicated to developing and operating an extensive middle-mile fiber-optic network. Our high-capacity network is built for modern research, education, healthcare, and public service applications, fostering collaboration, information sharing, and service delivery across Oregon.

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 are overseen by the Board of Directors.

Your Role as Executive Director

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. 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 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.

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.

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. This position is hosted by Oregon Health & Science University (OHSU), a founding member of Link Oregon, and reports to OHSU's Senior Vice President for IT/CIO. Functionally, the Executive Director reports to the Link Oregon Board of Directors (as led by its Chair, Vice Chair, and Treasurer) and consults regularly with the various advisory committees that are established on permanent and ad hoc bases.

All OHSU and Link Oregon team members are expected to meet the shared organizational data and security commitments described below:

- **Data:** Link Oregon commits to leveraging data as a strategic asset for informed decision-making at all levels. Technology staff will design systems with data portability while adhering to enterprise architecture and privacy guidelines.
- **Security:** Protecting Link Oregon's digital assets and information systems is essential to our mission of operating a statewide, high-speed fiber-optic network serving public and non-profit sectors. All staff share responsibility for secure IT systems, with technology roles expected to address security requirements while supporting the Link Oregon community.

Required and Preferred Experiences

Required Qualifications

- Bachelor's degree with 10+ years' experience in technology leadership
- Demonstrated leadership experience with a servant-leader approach
- Experience managing human and fiscal resources, including complex budgets
- Understanding of statewide regional optical network technical needs
- Working knowledge of networking, communications, and data center technology
- Strong vendor management and negotiation skills
- Excellent written and verbal communication abilities
- Ability to manage confidential information and pass background check

Required Competencies:

- 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.
- The following competencies are expected of all OHSU employees regardless of their position within the organization. These competencies include:
 - 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.

Preferred Qualifications

- Advanced degree in technical, business, or related field
- Experience managing network organizations supporting education, healthcare, and government
- Comprehensive networking and communication technology knowledge
- Experience with organizational change management
- Strong presentation and persuasion skills

Conditions of Employment

The target compensation range for this position is \$220,000 to 240,000. The position offers the opportunity for a hybrid (remote and in-office) work environment. The primary office location is in Portland, Oregon. Team meetings and other business requires periodic travel throughout the state. The incumbent must reside in the state of Oregon.

Procedure for Application

Link Oregon has retained Next Generation Leadership Partners to assist with this search. Inquiries and nominations may be made in confidence by contacting Next Generation's Mary Beth Baker marybeth@nextgenpartnersllc.com. Applicants should use this link <https://tinyurl.com/LinkOregon> to submit cover letter and resume. Applications received by March 28, 2025, will receive priority review.