



WASHINGTON STATE  
 "Your employer of choice"

Office of the Governor  
 Results Washington  
 Olympia, Washington

**NOW HIRING**

Position open until December 1, 2017

## SENIOR PERFORMANCE ADVISOR

### EXEMPT RECRUITMENT

The Office of the Governor is a non-represented agency. If you previously have applied for a position with the Governor's Office and are interested in this position, please reapply.

Interviews will be conducted the weeks of December 4<sup>th</sup> and December 11<sup>th</sup>. The anticipated start date is January 2, 2018.

*Special note: In accordance with WAC 357-19-195, employees who left classified service to accept exempt employment have the right to return to the highest class of position in which the employee previously held permanent status, or to a position of similar nature and salary, provided the employee was not terminated from an exempt position for gross misconduct or malfeasance.*

### SALARY AND BENEFITS

Salary range of consideration is \$64,000 to \$84,000 annually depending on qualifications, plus a competitive [benefits package](#) that includes paid vacation and sick leave; health, life, and disability insurance; retirement options; flexible work schedules; training opportunities; and leave for military service.

### PROCESS

The top candidates will be contacted directly to interview for this position. Because the selection will be based on information provided by you, it is in your best interest to identify the knowledge, skills and abilities that address the mandatory and desirable qualifications described below.

**Interested applicants should submit the following:**

1. A letter of interest describing specific qualifications.
2. A current resume detailing applicable experience, education and current salary.
3. A list of at least three professional references with current telephone numbers.



**Please send completed application packets by mail, fax or email to:**

Office of Financial Management  
 Attention: OFM HR  
 PO Box 43113  
 Olympia, WA 98504-3113  
 Email: [ofmhr@ofm.wa.gov](mailto:ofmhr@ofm.wa.gov)

## POSITION DESCRIPTION AND DUTIES

Results Washington is a nation-leading state government performance system that integrates performance management, continuous improvement, and cross-agency collaboration to achieve five major goals for Washingtonians. In its fourth year of operation, Results Washington is launching a new strategic vision and seeks a skilled performance professional to conduct a wide range of performance improvement efforts across state government.

This is a dynamic, high-profile position that calls for someone with a passion for public service and a unique blend of people and analytical skills. The Results Washington office is located in Olympia, Washington, on the beautiful Capitol campus.

### ***Essential Functions and Responsibilities***

#### **Performance Analytics and Management**

- Provide consultation to Goal Council members, including state government leaders and their staff, in a wide range of performance management activities including, but not limited to, measure development; data collection, analysis and reporting; and use of the Results Washington open performance system.
- Use data and information to facilitate effective decision-making and continuously improve Washington state government performance.
- Conduct research and analysis on a variety of topics to inform problem-solving and decision-making.
- Along with the Goal Council chair and Results Washington team members, co-design and co-facilitate Goal Council meetings, including Results Reviews with the Governor.
- Respond to inquiries from the Governor's Office, Legislature, the public or others regarding Results Washington measures and data.

#### **Continuous Improvement**

- Facilitate Results Teams – cross-agency and public/private teams focused on solving statewide problems and achieving strategic priorities for Washingtonians.
- Apply principles and tools from multiple disciplines such as Lean, human-centered design, and behavioral insights to enable problem solving.
- Apply project management principles and tools to manage Results Team projects and ensure timely completion of deliverables.

#### **People Development**

- Provide training and/or technical assistance for state employees on performance-related topics, as needed.
- Provide coaching to peers and others inside and outside Results Washington.
- Apply change leadership tools and behaviors to enable effective change within and outside of Results Washington.

## QUALIFICATIONS AND CORE COMPETENCIES

### ***Preferred/Desired Qualifications***

- Master's Degree
- Professional experience in at least one of the following areas: Lean, human-centered design, behavioral insights
- Two years of professional experience in:
  - Facilitation – experience facilitating diverse groups including public and private sector leaders, managers, and employees; community members; and others.
  - Research and analysis – collecting, cleaning, analyzing and reporting data.
  - Training and technical assistance – experience providing training, coaching and/or technical assistance on performance improvement and/or management.

### ***Key Characteristics***

You will thrive in this position if you enjoy:

- Serving the public.
- Supporting diverse groups of people with solving big problems and improving state government processes and services
- Conducting research and analysis to support statewide problem solving.
- Applying insights from varied disciplines such as Lean, human-centered design and behavioral economics to help solve problems
- Having a positive, open, flexible, and curious attitude.
- Being a team player.
- Learning, growing, and innovating.

### **Core Competencies**

- Demonstrated ability to solve problems using proven methods.
- Commitment to continuously improve organizational performance using facts and data.

*The Office of the Governor is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, and disabled and Vietnam-era veterans are encouraged to apply. Persons needing accommodation in the application process, or who wish to receive this job announcement in an alternative format, may call 360-725-0158 or the Telecommunications Device for the Deaf: 711 Relay.*