



CHIEF HUMAN RESOURCES OFFICER

Human Resources Department

Annual Salary: \$149,835 – \$215,217 DOE

Location: Benton County, Oregon



**Benton
County**
OREGON

At your service, *every day.*

Are you a strategic, people-centered leader with a passion for building high-performing, inclusive workplaces?

Benton County is seeking an innovative Chief Human Resources Officer (CHRO) to lead its Human Resources Department and serve as a trusted advisor to County leadership.

The CHRO provides strategic direction and operational oversight across all HR functions—labor relations, employee engagement, organizational development, workforce planning, and compliance. The ideal candidate will be a relationship builder, and collaborative strategist committed to advancing Benton County's mission.

Join a forward-thinking leadership team in one of Oregon's most vibrant and livable communities!



ABOUT THE COMMUNITY

Perfectly placed in the Willamette Valley—90 miles south of Portland and 40 miles north of Eugene—Benton County, Oregon offers the perfect balance of small-town warmth and world-class amenities. Home to Oregon State University, Corvallis serves as the county seat and anchors a thriving economy rooted in higher education, health care, agriculture, and technology.

The community enjoys a reputation for sustainability, outdoor recreation, and civic engagement. Residents hike the Cascade and Coastal ranges, bike along scenic trails, and attend local favorites like the Corvallis Fall Festival and Benton County Fair. Benton County is consistently ranked among Oregon’s healthiest counties and boasts the state’s longest life expectancy.

With a 25–27 biennial budget of \$540.2 million, Benton County continues to invest in transformative capital projects such as the new Courthouse and District Attorney’s Office, Emergency Operations Center, and Downtown Crisis Center—all reflecting its forward-looking vision.



POPULATION
97,765



MEDIAN HOUSEHOLD INCOME
\$65,419



MEDIAN HOME VALUE
\$556,288

AVERAGE MONTHLY RENT:
\$1,570

Chamber



Tourism



GOVERNANCE & ORGANIZATION

Benton County operates under a home-rule form of government with a three-member Board of Commissioners elected at large to four-year terms. Currently, these are Nancy Wyse, Pat Malone, and Gabe Shepherd. The Board appoints a County Administrator, who oversees County operations. The County provides a wide range of services, including Public Safety, Justice Services, Health Services, Financial Services, Human Resources, and Community Development.

The Chief Human Resources Officer reports directly to the County Administrator and is a key member of the County’s Senior Leadership Team.



THE CHIEF HUMAN RESOURCES OFFICER POSITION

The Human Resources Department is dedicated to advancing Benton County's people strategy through comprehensive programs in recruitment, labor relations, compensation and benefits, employee engagement, organizational development, and compliance.

Reporting to the County Administrator, the CHRO leads a team of 11 employees with a biennial budget of \$4.8 million. The CHRO will:

- Provide strategic leadership and direction for all HR operations
- Oversee labor relations, bargaining, and contract administration
- Develop HR policies, systems, and strategic initiatives
- Drive employee engagement, training, and development programs
- Ensure compliance with state and federal employment laws

[Full Job Description](#)



OPERATIONAL AREAS

- Strategic Workforce Planning
- Organizational Development
- Labor & Employee Relations
- Compensation & Benefits
- Compliance
- Safety

HR TEAM
 **11**

HR BUDGET
 **\$ 4.8**
MILLION

KEY PRIORITIES FOR 2026-2027

- Labor Contract Negotiations with Two Bargaining Units (2027)
- Continued Implementation of HRIS Optimization and Data Dashboards
- Development of New Employee Engagement and Leadership Training Programs
- Strengthening Recruitment, Retention, and Succession Planning Strategies



IDEAL CANDIDATE

The ideal candidate will bring a wealth of experience in public sector human resources, with a deep understanding of Oregon employment law and labor relations.

Attributes of the Ideal Candidate

- **Relationship Builder** - exceptional relationship-building skills will be essential for fostering strong partnerships and ensuring a collaborative work environment.
- **Labor Relations** - proven track record in managing high-volume labor and employee relations activities, including contract interpretation and grievance resolution, will be essential in navigating the complexities of the workforce.
- **Hands-on Leadership** - thrive in engaging with employees at all levels, cultivating a culture of collaboration and support that empowers everyone to contribute their best.
- **Emotional Intelligence** - listen actively and communicate effectively, ensuring that all voices are heard and respected within the organization.
- **Strategic Thinker** - possess the ability to navigate complex organizational dynamics and develop innovative solutions that enhance Human Resources operations and boost employee engagement.
- **Innovator** - an adaptable leader with the ability to guide the organization through transitions, promoting a culture of continuous improvement and accountability that inspires excellence.

If you are ready to lead with empathy, strategic vision, and a commitment to the well-being of employees, you are encouraged to apply and be part of our transformative journey!

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in Human Resources, Public Administration, Business Administration, or a related field
- At least seven (7) years of progressively responsible HR experience, including five (5) years supervising professional staff
- Demonstrated labor relations experience in a collective bargaining environment

PREFERRED:

- Public-sector HR experience or comparable jurisdiction
- Advanced degree in a related field
- Professional certification such as SPHR, SHRM-SCP, or CLRP

An equivalent combination of education, training, and experience that provides the required knowledge and abilities will be considered.



SALARY & BENEFITS

Compensation: \$149,835–\$215,217 DOE/DOQ

Health Benefits: County-paid premium for Medical, Dental, and Vision coverage under a Consumer Driven Health Plan with HSA contribution.

Paid Leave: 11 paid holidays annually, plus vacation, and sick leave.

Retirement: Following six months of employment, Benton County pays 6% employer portion Oregon PERS and picks up 6% employee portion. In addition, the County contributes 3% toward a 457(b) Deferred Compensation program.

Supplemental Coverage: 100% employer paid Life, AD&D and Long Term Disability.

Additional Perks:

- Paid Personal Leave: 64 hours and 2 floating holidays each year.
- Flexible/Hybrid Work Schedule may be allowed based on management and operational needs.
- Relocation assistance (negotiable).
- An award-winning wellness program that provides wellness incentives and employee discounts to a variety of local gyms and fitness programs.

HOW TO APPLY

Apply Here



For more information, contact:

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Regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, veteran status, disability, or age, Oregon employers must offer compensation to successful candidates that is equivalent to other employees with the same level of experience and education that are performing comparable work (including wages, bonuses, benefits, and more.)