



DEPUTY CITY ADMINISTRATOR

Public Safety Service Area
Portland, OR

Annual Salary:

\$265,000 – \$300,000 DOE/DOQ



Are you a visionary, collaborative, and politically astute executive leader who can shape the future of public safety in one of America's most dynamic cities? If so, apply to become the City of Portland's next Deputy City Administrator for Public Safety.

This executive leadership opportunity offers the rare chance to help build—not simply inherit—a new executive governance model while leading one of the City's most visible service areas. Reporting directly to the City Administrator, the Deputy City Administrator provides strategic leadership across Portland's integrated public safety enterprise.

We're looking for an exceptional executive who is:

- Experienced leading large, complex public organizations.
- Skilled at building consensus among elected officials, labor organizations, and community partners.
- Proven in organizational transformation, strategic planning, and executive leadership.

Help shape the future of public safety in Portland—read on to learn more about this extraordinary opportunity.



ABOUT THE COMMUNITY

Portland is Oregon’s largest city and serves as the economic and cultural center of a metropolitan region of more than 2.5 million residents. Located at the confluence of the Willamette and Columbia Rivers, Portland is internationally recognized for its environmental stewardship, vibrant neighborhoods, thriving arts community, innovative urban planning, and exceptional quality of life.

Residents enjoy hundreds of parks, miles of trails, award-winning restaurants, a nationally recognized craft beverage industry, and easy access to Mount Hood, the Oregon Coast, and the Columbia River Gorge. Portland is also home to a diverse economy driven by technology, advanced manufacturing, healthcare, higher education, trade, sustainability, and creative industries.

Historically known for civic engagement and innovation, Portland is now implementing one of the nation’s most significant municipal governance transformations through its new Mayor–Administrator–Council form of government. This transition creates an exceptional opportunity for executive leaders to help build lasting institutions while improving public services for generations to come.

History



Tourism



POPULATION
~ **650,000**



MEDIAN HOUSEHOLD INCOME
~ **\$86,000**



MEDIAN HOME VALUE
~ **\$557,000**
AVERAGE MONTHLY RENT:
~ **\$1,700**

GOVERNANCE & ORGANIZATION

Portland operates under a Mayor–Administrator–Council form of government adopted by voters in 2022 and formally launched in 2025. The Mayor serves as the City’s chief executive, while the twelve-member City Council functions as the legislative body. The City Administrator oversees daily municipal operations through multiple Deputy City Administrators responsible for major service areas.



THE JOB

Created as part of Portland's new Mayor–Administrator–Council government, this position is designed to provide enterprise leadership across the City's public safety system while allowing bureau leaders to focus on operational excellence. The Public Safety Service Area provides integrated public safety leadership across Portland's emergency response, prevention, preparedness, and community safety systems. Reporting directly to the City Administrator, the Deputy City Administrator serves as a member of the City's executive leadership team and provides strategic direction across multiple public safety organizations.

The successful candidate will:

- Lead executive strategy across Portland's integrated Public Safety Service Area. The Deputy will connect and support bureaus, resolve enterprise problems and build executive capacity more often than "supervise" them individually.
- Coordinate citywide public safety initiatives with the Mayor, City Council, and City Administrator.
- Guide organizational performance, budgeting, policy implementation, and executive collaboration.
- Build strong partnerships with labor organizations, regional agencies, and community stakeholders.
- Help shape Portland's evolving executive governance model while improving public safety outcomes. Provide sophisticated and savvy liaison with elected officials and stakeholders, bridging public safety operations with community expectations.

FULL JOB DESCRIPTION



PORTFOLIO STRUCTURE

Areas within the Public Safety Service Area. Together these groups represent the City's largest operational portfolios and require significant executive coordination.

- Portland Police Bureau
- Portland Fire & Rescue
- Bureau of Emergency Communications (911)
- Bureau of Emergency Management
- Community Safety Division
 - Portland Street Response
 - Office of Violence Prevention
 - Ceasefire Program
 - Safe Blocks Program



EMPLOYEES

~2800

Department Budget: Multi-hundred-million-dollar operating budget

Reports To: City Administrator

Direct Reports: Executive leadership of Public Safety bureaus and programs

KEY PROJECTS FOR 2026

- Continue implementation of Portland's new Mayor–Administrator–Council governance model.
- Strengthen coordination across Police, Fire, Emergency Communications, Emergency Management, and Community Safety.
- Improve organizational performance, accountability, and service delivery through executive leadership.
- Advance innovative community safety initiatives and prevention programs.
- Foster regional partnerships and strengthen public trust through collaborative leadership.



IDEAL CANDIDATE

The ideal candidate is a seasoned executive who excels in politically complex environments and understands how to lead through transformation. They possess exceptional executive presence, sound judgment, and the ability to unite diverse communities and organizations behind common goals. Rather than serving as an operational chief for a single discipline, this leader functions as an enterprise executive—bringing together police, fire, emergency management, emergency communications, and community safety organizations into a coordinated public safety system. They communicate effectively with elected officials, labor organizations, executive leadership, community partners, and the public while demonstrating resilience, integrity, emotional intelligence, and strategic thinking. Most importantly, they recognize Portland's governance transition as an extraordinary opportunity to build a lasting legacy through collaborative executive leadership. The position requires an executive who can move comfortably between strategy, politics, operations, labor relations, public communication, and crisis leadership—often within the same day.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Business Administration, Criminal Justice, Emergency Management, or a related field.
- Six (6) years of increasingly responsible experience in managing programs, activities, and personnel in management, finance, and/or administrative functions, including three (3) years of leadership experience in a complex and diverse organization.
- Experience overseeing budgets, strategic planning, organizational development, and executive operations.
- Demonstrated success building relationships with elected officials, labor organizations, community stakeholders, and regional partners.
- Proven experience leading organizational change and improving operational performance.

Preferred:

- Master's degree in Public Administration, Public Policy, Business Administration, Law, Criminal Justice, or related field.
- Executive leadership experience overseeing integrated public safety organizations.
- Experience implementing major organizational transformation initiatives.
- Specialized expertise in labor relations, emergency management, or executive public sector leadership.



SALARY & BENEFITS

Compensation: \$265,000 – \$300,000 DOE/DOQ

- Comprehensive medical, dental, and vision insurance.
- Oregon Public Employees Retirement System (PERS).
- Vacation, sick leave, holidays, and executive leave benefits.
- Life and disability insurance.
- Flexible spending and wellness programs.
- Professional development and executive leadership opportunities.
- Relocation assistance may be available.
- Employee Assistance Program.
- Deferred compensation opportunities.
- Family-friendly workplace policies.
- Opportunity to serve on one of the nation's premier executive leadership teams during an historic transformation of municipal government.
- Help shape the future of public safety in one of America's most innovative cities while building an executive governance model that municipalities across the country are watching.

HOW TO APPLY

Apply Here



For more information on this position, contact:

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Senior Vice President, Executive Recruitment

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The City of Portland is an Equal Opportunity Employer and values diversity within its workforce. Finalists will be subject to a comprehensive background investigation.