

LATINO COMMUNITY IS HIRING A NEW EXECUTIVE DIRECTOR!



ABOUT THE LATINO COMMUNITY ASSOCIATION

The Latino Community Association (LCA) is hiring for our next Executive Director! Our mission is to empower our Latine families to thrive, creating opportunities for advancement and building bridges that unite and strengthen us all. We envision a cohesive and diverse community where all people are valued and empowered to participate and contribute to the health and prosperity of Central Oregon.

Our culture thrives on fostering a deeply participatory environment where every staff, board member, and volunteer feels empowered to bring their authentic selves. We prioritize inclusivity, valuing diverse perspectives and championing collaboration to achieve our mission and vision. Through open and clear communication, empathy, and mutual respect, we cultivate relationships that form the foundation of our success. Co-creation is at the core of our approach and we reject hierarchical structures in favor of shared power. Together, we embody the principles of inclusivity, collaboration, and empowerment, driving positive change in the world.

POSITION OVERVIEW

LCA is seeking a visionary leader with ability to establish deep connections with the Latine community, local leaders and stakeholders, and partners across Oregon. This leader should be able to guide LCA through transition and growth with involvement by staff, stakeholders, LCA clients, and board members. First-time Executive Directors are warmly encouraged to apply.

LCA is currently undergoing a leadership transition and has been led by our interim Executive Director Daniel Altamirano Hernandez and interim Deputy Director Mary Murphy since June 2023, when [Brad Porterfield stepped down](#) after 17 years to “make space for new energy and ideas to propel the Latino Community Association into the next phase of its development.” We are committed to ensuring a smooth transition, which includes supporting new leadership in hiring a permanent Deputy Director after their hire.

FULL JOB DESCRIPTION

[LCA Executive Director Job Description](#)

SALARY AND BENEFITS

\$85,000 - \$100,000 (negotiable) and \$5000 signing bonus. This is a full-time exempt position with a comprehensive benefits package described in the job description.

APPLICATION PROCESS

If you have any questions prior to applying, please contact LCA board and search team member Luis Jimenez (lejimenez42@gmail.com).

To apply, please send the following to: LCAEDSearchTeam@gmail.com. We will confirm receipt of your application and notify you if anything is missing within one week of submission.

1. Cover letter
2. Resume
3. Three professional preferences - we will not reach out to references unless you are a final candidate
4. Questionnaire - we request that your answer be less than 500 words for each question
 - a. Share why you consider yourself a good leader. Describe a time when your leadership was appreciated and a time that it was challenged.
 - b. How do you approach change? Do you move into change quickly or move more incrementally?
 - c. Describe your knowledge and experience when it comes to barriers Latine people face in Central Oregon and/or in rural spaces?
 - d. Are there personal or professional logistical considerations you would like to share with us? (e.g. relocation timeframe, resignation timeframe from current position, completion of a project, etc.)

Applications will be reviewed and evaluated on a regular basis for preliminary interviews in August and September. We commit to maintaining the confidentiality of your application during the screening process and preliminary interviews. In the interest of staff and community transparency, we cannot guarantee the confidentiality of the identities of final candidates.