

ONI Director Community Survey July 2017

Q8--What other skills do believe the ONI Director needs to have?
Good working relationship with the police.
y'all got this
Patience
The patience to endure when faced with omnipresent government ineptitude and cronyism.
Covered above.
Identify who is the source of city revenue and weigh their opinions proportionately
Organizational change management
Computer skills.
She should know how to kick some ass!
Being a parent or a dog owner.
None that I can think of.
These cover everything without adding any nuance or political savvy
Good attitude
The skill to get out of town at least once a year for vacation - NO email and NO telephone contact with the office. Should be able to delegate.
Flexibility and intuition
This person should really like people.
Inclusion is the most important skill to have with this job. You have to have all neighborhoods involved, heard and their needs met.
I gave up at this point. This kind of information costs money. I am pretty sure the city of Portland has paid people hundreds of thousands of dollars to prepare reports with all these buzz words and phrases. Still they find few who can perform.
has done work to evaluate their own implicit biases and racism and has a commitment to working for social justice
How many of these are you going to ask?
Ability to form appropriate alliances in the face of divided communities.

Globally-informed of loved achievements in other cities.
Strategic Leadership, Active Listening, Good Decision Making
Calm, confident, passionate leadership.
tough skin to go against the status quo if needed
Be able to periodically lift up your head and get a clear view of what is actually happening on the ground with ONI activities/goals
Coalition builder
Excellent political triage skills, knowing what he/she should focus efforts on given inevitable budget and personnel constraints.
Not sure
Active Listening,
ability to accept criticism and learn from it.
Dedicated to real community engagement, not just for those who know how to walk through City Hall doors.
Ability to hold neighborhood associations to high ethical standards. Ability to reign in coalitions which have coalesced power into the hands of 4-6 people covering huge sections of the city. This power is very corrupting.
Understanding of equity, racial & social justice, and Portland's history are crucial if the new director is going to be able to apply the above skills without replicating the same old disparities and exclusions.
The patience of Job
Know when some of the employees are not doing there job.
Walk on water.
Cut through the "junk" and keep the main thing, the main thing. Keeping our neighborhoods strong, vital, beautiful and welcome to all generations and people. I'm so tired of having so many decisions made about our livability, artwork, tearing down of buildings to build bigger and more, more, more!!! We need leaders who can manage the city and neighborhood growth in a fair and equitable way for the people who are already here, and the people to come. But, we need to have leaders who are not just looking at making more tax money
Vision, assertive/action-driven, positive, patient
Articulate, approachable, relatable, passionate, open minded, a people person, and performs well under stress.

Non-traditional management styles
Again this has been addressed already. If you allow God back in and pray he will give you answers that may surprise you.
The above are plenty --
Not be a politician
Willingness to act on the Auditor's report to achieve some funding equity across region of the city.
This is a pointless survey.
Appearance saying I'm capable of caring for my self as well as others
The ability to courageously think and act outside of the box.
work with people who you don't always agree with, someone willing to negotiate
Be able to separate the important from the fluffy issue de jour
The ability to hire workers with diverse experiences and to prevent the aging out of knowledge - i.e. older workforce with all the power with no support for responsibility for entry and middle level employees.
understanding of and appreciation for Portland as a city and what our city could be
I don't know. This survey has already listed SO MANY skills! Mainly it should be someone who values communities relating well to each other, to city government, and everyone's voice being heard.
The above about covers it.
The courage to speak truth to power...not afraid to swim against the urban planning intelligencia when the stream flag was against common sense.
Again all ridiculous questions. Makes me wonder what the point of this self serving survey is???
The skill to manage up. Don't allow politicians to dictate what this bureau should be. It's up to the neighborhoods of Portland to determine that.
Above are fine.
Common sense. Being able to admit mistakes. A work ethic that is superior.
You've got a great list
Presence. The Director should be out in the communities, schools, buses, MAX stops, etc.
a sense of self- knowing and admitting to limitations
Common sense.
Once again - what could you possibly have left out!!

Advocacy of a neighborhood's needs within the governmental bureaucracy
Clear writing
Performance Improvement Ability to Deliver Results
These real skills are more important than technical skills
Decisiveness
N/A
Big picture view of what our city needs and each unique neighborhood.
Maybe experience from working in a former successful similar position
Technical communication ability
Remember you were hiring what is at its core a position with a bunch of people who think they are supervising it. The political reality is that there is no real leadership involved in that kind of position. So please don't pretend there something else going on. Your questions give it a away.
User based technical knowledge of evidence based decision-making.
The ability to prioritize and focus on the most pressing needs.
You've listed them above.
It's not a skill: they need authority. They can elicit and channel needs from Portlanders, but they need authority to get our voices into governance, zoning, law enforcement, and more.
"Wisdom and Emotional Intelligence" is a ridiculous thing to have on this survey. Of course, you want someone intelligent. The next ONI Director needs to not be a corrupt person, needs to not only want their agenda pushed through, and needs to be held accountable for ONI's budget and how to best use its resources for the whole city, and not their pet projects. They need to not take advantage of this high profile, well-paid position and do their job, not just get a paycheck.
Ability to see Neighborhoods and DCL partners as part of the future of Portland.
Short range planning to solve today's problem such as providing adequate off-street parking for new multi-unit residential structures is just as important as long range planning
And, again, these are all important. The director most definitely needs to possess the self-awareness to not make the job about them, and the ability to reflect on their actions and words without being defensive. Communicating in a way that engages the public and building lasting coalitions to get things done in a complicated and siloed city bureaucracy are extremely important qualities.
Ability to recognize what is practical and possible. Should not get caught up in efforts that sound good but don't really make much difference.

The skill of knowing when to step back and let the people decide. ONI is of assistance to neighborhoods not the 'director' of neighborhoods.
Ability to resource successful city planning in other areas and encourage implementation successful sustainable long term planning verses constant fire fighting model
PATIENCE HUMOR STRENGTH OF CHARACTER
Practicing sound judgement -aware of any biases held when making decisions or relating to community groups
Walk the walk
An understanding of the ways the arts can be used to build community & address intractable social problems. .
able to cut through the politics to find out what Portlanders want.
Needs to be sincere in engaging neighborhood dialog, action and involvement, not just parroting platitudes while pursuing other priorities
Willingness and ability to delegate. But these are parts of some of the other skills.
Another batch of ridiculous question. Who would advocate a director with inadequate communication skills?
1q
Someone who spoke a second language would be nice.
engagement style that motivates and activates
Common sense
Good followship skills in letting communities lead.
A director needs to realize that they need the talent, energy and insight of those around them. No person can do it all or should. The director needs to surround themselves with a diversely talented, social, cultural group of workers and listeners.
Excellent proof reading, like noticing the missing "you" in the question above:) Engaging with all sectors of Portland's diverse community, rather than focusing solely on the very real issue of equity. Making so-called "have" neighborhoods feel excluded by engaging only with "have nots" serves to breed resentment and an equally harmful sense of exclusion.
Walks on water in daily basis, without getting feet wet
Writing skills

Ability to strengthen neighborhood associations rather than weaken them.
The skill to not have such inane surveys as this one, which is feel good pablum and little else. Of course all the skills listed are needed in some degree for any executive.
Transparency
All seen to be covered.
Very good staff will help to support the Director. Delegation will be key.
Integrity- belief in themselves
Patience.
Leader to everyone, and able to talk with those above them.
Business Management
Na
Delegation of responsibility the position requires someone to balance the big picture and know just enough to support the multi talented staff in living up to the ONI mission and vision which may need updating.
ONI Director needs to take care of personal time, not be expected to monitor iPad on weekends, holidays, as Anne Dufay did. If situation is a public safety issue -- from Commissioner Eudaly to 7 Coalition Executives Directors -- surely she also altered to ONI Switchboard supervisor, John Dutt to alert general public on Nextdoor: neighbor .
New technology skills or open to finding out how to use it to bridge Portland residents and help them communicate and plan. Be a leader in forgiveness - bad things will happen, holding grudges and attacking verbally or in writing doesn't help us become community. Reflective listening.
Ability to understand what the city's goals are, and how ONI can forward them, rather than be driven by the non-representative Neighborhood Associations.
The above skills cover it