

State of Washington
Office of the Governor
invites applications for the position of:



Director, Department of Revenue

SALARY: Depends on Qualifications

OPENING DATE: 11/17/10

CLOSING DATE: Continuous

DESCRIPTION:

The Challenge

Our mission at the Department of Revenue is to fairly and efficiently collect revenues to fund essential public services. In order to continue fulfilling that mission, we need an astute and resilient director at the helm to provide leadership at a statewide level to ensure sustained economic vitality through effective tax administration and promoting good tax policy. This will be a self-directed, influential leader with a demonstrated ability to create a collective vision, motivate others throughout the organization toward that vision, and foster a performance-based culture driven by teamwork, results, innovation, and high ethical standards.

We are passionate about and committed to carrying out our entrusted responsibilities in an open and collaborative environment that maximizes service delivery and achieves the highest level of voluntary compliance. One of the major ongoing challenges in this role will be reconciling the competing demands of major interest groups for an equitable, rational and effective state tax policy.

Agency Profile

As Washington State's principal tax collection agency, the [Department of Revenue](#) (DOR) oversees about 60 different taxes. It collects more than 90 percent of state General Fund tax revenues and all local sales tax revenues. In Fiscal Year 2010, collection activities totaled \$16.3 billion. Businesses constitute the largest group paying state taxes, with more than 460,000 businesses currently filing tax returns on a monthly, quarterly, or annual basis. Nearly 331,423 other small businesses are registered with the Department, but they have no tax liability and are not required to file tax returns. The responsibilities of the agency impact all of the residents of the State of Washington. Tax practices and policy, since they do have such an all-encompassing impact and direct interaction with the lives of the residents of this state, play a large role in influencing the way state government and public employees are perceived. The Department of Revenue is headquartered in Olympia and our staff of 1,122 includes a wide variety of professions such as lawyers, analysts, appraisers, accountants, programmers, foresters, auditors, and support staff. Revenue is recognized nationally for its award-winning website and electronic tax filing system (E-file).

Position Overview

Reporting directly to the Governor, this cabinet level position leads and directs the revenue and taxation strategy for Washington State. This position is responsible for establishing and maintaining a strategic business plan that ensures the agency is in a position to take full advantage of available opportunities and meet the challenges of the 21st century. The

director will see to it that the agency's resources are utilized effectively in a manner that maximizes the quality of services to the taxpayers of Washington State. In addition, the director is responsible for advocating sound tax policy, as well as an environment where citizens voluntarily pay taxes, appreciate public employees, and value the services delivered.

Qualifications

The most successful candidate will be an accomplished senior-level manager with a comprehensive knowledge of all phases of management and an established track record of solid leadership in a complex, multi-faceted organization with a major focus on performance and accountability. In addition, the candidate must have extensive experience managing a large fiscal related organization with responsibilities that include tax related matters and experience that involves direct knowledge of the impacts of tax policy and practice upon the business community. The ideal candidate must have excellent negotiation skills and leadership to form coalitions and arrive at consensus, an excellent understanding of the dynamics of negotiations and the economic effects of taxation and the ability to process information from multifaceted sources to include state agencies, the Legislature, businesses and other stakeholders. A Bachelor's degree or higher in Business Administration, Economics, tax law or allied field is required. Equivalent work experience may be substituted for the required education on a year-for-year basis.

Compensation

In addition to a comprehensive benefits package, the annual salary for this position is negotiable up to \$151K, depending on qualifications.

How to Apply

To be considered for this position, the following **must** be attached to your online application: **1)** a detailed chronological resume and, **2)** a cover letter describing how your experience, skills and abilities are aligned with the qualifications section of this announcement.

Please Note: Application review begins immediately and will continue on an ongoing basis until an adequate pool of candidates is established. Therefore, it will be to the applicant's advantage to submit materials as soon as possible.

Additional Information

For more information about this position, please contact Don Chavez at 360-664-6335 or by email donc@dop.wa.gov.

The State of Washington is an equal opportunity employer. Persons with a disability who need assistance with their application or that need this announcement in an alternative format, may call (360) 664-1960 or toll free (877) 664-1960. TTY users should first call 711 to access the [Washington Relay Service](#).