

CLASSIFIEDS AND BIDS

**Columbia Sportswear Company**  
**Human Resources**

Work For One Tough Mother Mother Boyle has proven for more than 50 years that quality construction and innovation in sports apparel is a formula for success. If you're looking for an opportunity to develop your Human Resources career with a fast pace, successful company, we have two openings in our HR department that could interest you.

**Benefits Coordinator**

Coordinates a wide range of employee benefit programs for 800+ employees. Benefits include health, life and disability; 401(k); EAP; and pre-tax spending plans. Develops and conducts benefit orientations, provides exceptional customer service to employees, and works closely with all insurance providers on issues related to billings and claims. Qualified applicants will have three to five years experience administering employee benefit plans.

**Payroll Specialist**

Works as part of a team to provide corporate payroll services for 800+ employees in a multi-state environment. Payroll processing is through and outside vendor (ADP). Duties include: Inputting payroll data, submitting weekly and bi-weekly payrolls, reviewing results to confirm accuracy of information, and responding to payroll questions/issues. Qualified applicants will have one to two years payroll experience. ADP experience preferred. Send resume to: Human Resources, Dept. HR, PO Box 83239, Portland OR 97283, or Fax to: (503) 735-4597. Equal Opportunity Employer.

**Columbia Sportswear Company**  
**Accounting**  
**Costing Systems Manager**  
• Cost (Manufacturing/Inventory)  
• Financial Analysis

Work For One Tough Mother... Mother Boyle has proven for more than 50 years that quality construction and innovation in sports apparel is a formula for success. We're seeking a Costing Systems Manager who thrives on challenge and is looking for potential to grow with a fast paced, successful company.

In this vital position, you will be responsible for:

- Establishing, improving, and maintaining measurement tools (cost measurement, budgeting) for manufacturing and all distribution centers. Emphasis is placed on developing and implementing systems which increase speed, accuracy, and ability to analyze standard cost information.
- Acting as the liaison between Accounting department and various operational departments to ensure that all new projects being considered and implemented will interface with existing accounting systems.
- Coordinating projects as assigned by senior management.

Qualified candidates will have a Bachelor's Degree in Accounting or Business Administration or equivalent experience. Work experience to include 3+ years in auditing or accounting and a minimum of two years experience in a cost analysis role.

Send resume to: Human Resources, Dept. ISM, PO Box 82339, Portland OR 97283, or FAX to: (503) 735-4597. Equal Opportunity Employer.

**Health Administrator**

Senior executive position, resp for operation of regional medical service system. Master's degree req, RN pref, at least 5 yrs exp in health care mgmt w/ strong supervisory skills, committ to goals of Planned Parenthood. Salary DOE. Send cover ltr w/ resume to: Executive Director, Planned Parenthood, 3231 SE 50th, Portland, OR 97206 EOE

**COALITION OF COMMUNITY HEALTH CLINICS COORDINATOR**

The Multnomah County Health Department is seeking an individual for a .5 FTE position to coordinate activities and provision of staff support for the Coalition of Community Health Clinics, and association of private, non-profit health clinics in the Portland area. Serve as liaison between Coalition and the Health Department, develop and coordinate annual request for proposals and contracts, monitor contract compliance, coordinate quality improvement audits and follow up, assist with recruitment and registration of volunteers. Requires the equivalent of a related bachelor's degree and one year of experience, preferably in public health or with private, non-profit community-based organizations. \$16.17 per hour plus excellent benefits. Apply by May 8.

**STAFF DEVELOPMENT & TRAINING SPECIALIST**

The Multnomah County Health Department is seeking a individual for a .8 FTE position to assess employee training and development needs, design and deliver appropriate learning opportunities and evaluate and refine training curriculum in a multi-disciplinary, multi-cultural public health agency. Additional duties include negotiating and managing professional services contracts, providing consultation and technical assistance on the application of adult learning principles and practices, continuous quality improvement methods and organizational behavior and development. Requires a related bachelor's degree and three years of experience in planning, developing and delivering staff training in an organizational setting; a related master's degree and experience in a health care setting are desirable. Starting salary \$36,629-\$51,280 annually plus excellent benefits. Apply by May 8.

**APPLICATION INFORMATION** available at:

www.multnomah.lib.or.us/jobs/, in person or mail self-addressed stamped envelope requesting application forms. Multnomah County Employee Services, 1120 SW 5th Ave., Room 1430, PO Box 14700, Portland, OR 97293-0700.

**Organizer**

Portland Community College Faculty Federation seeks an organizer to assist in the development and implementation of a strategic plan to increase membership participation and involvement.

This is a half-time position with salary approximately \$16,000 plus benefits. Experience in the labor movement and/or higher education is preferred. Call 503-977-4180 for more information. Send cover letter and resume by May 20, 1998 to PCCFF, PO Box 19389, Portland OR 97280.

**SUMMERBRIDGE PORTLAND COORDINATOR**

for a non-profit educational program for an ethnically & economically diverse group of middle school students. Major responsibilities include program outreach & admissions, planning & coordinating summer program, developing curriculum, recruiting, training and supervising faculty, and day-to-day logistics of the summer program. The position is part time during the school year and full time during the summer. Minimum requirements are BA or BS degree, prior experience working with children in an educational setting & computer skills. Send cover letter and resume by May 15 to:

Human Resources Manager  
8825 SW Barnes Road  
Portland, OR 97225

Summerbridge Portland is a tuition-free, comprehensive program that prepares high-potential middle school students for success in rigorous academic high school programs. The program provides education, counseling and advocacy. The focus is particularly on students who have limited educational or economic opportunities. The Summerbridge program is composed of a six-week summer session followed by year-round academic and personal support. During the summer, talented high school and college students serve as teachers and role models. Classes emphasize reading, writing, math and study skills. The program also stresses leadership, personal responsibility, self-esteem and creativity. The program is sponsored by The Catlin Gabel School. Equal Opportunity Employer

**Mediation Program Manager Neighborhood Mediation Center**

**City of Portland, Oregon**

This position manages a program which provides free community mediation services to Portland area residents on a wide variety of disputes: neighbor-to-neighbor, landlord-tenant, small business and schools. The position supervises a small staff of professional mediators and a corps of volunteer mediators. The position is also responsible for managing budget, finding additional funding sources, and maintaining effective working relationships with funders, referral sources and elected officials. Please note: this is a one-year temporary position with the City of Portland.

Approximate salary range: \$3,980 to \$5,084/month

Application packets are available at the Bureau of Human Resources for the City of Portland, located at 1400 SW Fifth Avenue, Portland, Oregon. The deadline for applications to be received by the City is May 26, 1998.

**Job Developer/ Employment Specialist**

Better People, a new and innovative counseling and job-placement agency for adult ex-offenders in N/NE, seeks person to market unemployed clients to employers. Will also facilitate MRT cognitive-behavioral groups (will train). Will work some evening hours. Agency funded by private donations (no red tape). Ideal candidate will have a proven job-placement or sales track record. Contacts in metals or machine shop industries a plus. Travel throughout Metro area required. Degree w/ some psych or equivalent experience. Spanish helpful. Approx. \$23,000 per year plus health benefits and quarterly bonuses.

Send resume by 5/5 to:

Chip Shields  
Better People  
c/o NE Urban League One Stop  
3034 NE MLK  
Portland, OR 97212  
Equal Opportunity Employer

**Attorney Oregon Department of Justice Salary \$3,146 to \$6,240 monthly, DOE**

Attorney position in the Government Services Section of the General Counsel Division in Salem. Duties include providing general counsel services to Oregon public safety agencies. Must have excellent writing, analytical and verbal skills. Must be OSB member. To apply, call (503) 378-5555, ext 321, TTY (503) 378-5938, or Internet at: http://www.doj.state.or.us. Application deadline is April 30, 1998. AA/EOE.

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Portland Community College Faculty Federation seeks an organizer to assist in the development and implementation of a strategic plan to increase membership participation and involvement. This is a half-time position with salary approximately \$16,000 plus benefits. Experience in the labor movement and/or higher education is preferred. Call 503-977-4180 for more information. Send cover letter and resume by May 20, 1998 to PCCFF, PO Box 19389, Portland OR 97280.

**Area Millionaire**

Looking for 5 entrepreneurs who are motivated, success minded, self-starters and want to make serious money. Call 1-888-309-2575

**Advertisement For Bid**

Sealed bids for the Dearborn Hall/Filter Plant Reroof project will be received by the Oregon State Board of Higher Education until 2:00 PM, local time, May 26, 1997. Bids will be opened and publicly read aloud at that time. All bidders must be registered with the Construction Contractor's Board.

Additional information may be obtained by contacting Facilities Services, 100 Adams Hall, Corvallis, Oregon 97331-2001 or telephone 541-737-7694.

**Help Wanted**

Work From Home with International Company P/T or F/T \$500-\$5,000 call for Free Info Book V. Mail #207-657-3022

**When it comes to keeping Oregon healthy, we couldn't care more.**

Since 1941, Regence BlueCross BlueShield of Oregon has relied on the efforts of our exceptional workforce to discover innovative routes to superior health care. Solutions like wellness programs, physician-directed care and assistance to uninsured Oregonians. Our people understand that while quality often has a price, efficiency and intelligent strategies can keep costs to a minimum. If bettering the quality of life in Oregon sounds like a worthwhile pursuit to you, consider our possibilities:

**Programmer Analyst (Job #654)**

You must have at least 2 years of experience in data processing and knowledge of systems analysis and testing, validation, data gathering techniques and communication skills. Experience with mainframe software is required, including JCL, CICS, TSO/ISPF, VSAM, COBOL, Command Level COBOL, Librarian, and EZTrive+ A college degree in computer science is desirable.

**Lead IT Analyst (Job #391)**

You will serve as our Lotus Notes Technical Specialist, Systems Engineer and Architect. This position requires 2 years of experience in systems analysis and design, a minimum of 3 years experience in an information center, data processing or related field, and 2 years experience with networked software and graphical user interfaces.

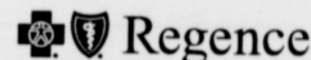
**Junior Accountant (Job #716)**

You will prepare journal entries and reconcile general ledger accounts using GAAP. You must have an Associates degree in Accounting or Finance and 2 years of experience in financial accounting.

**Agent Coordinator (Job #659)**

You will perform the responsibilities of the Agent Desk, including correspondence with agents, maintenance of agent files and systems, and verification of agent information. You must have a Bachelor's degree or at least five years of experience in the health insurance industry.

We offer a competitive salary and comprehensive benefits package. Pre-employment drug screening is required, and we support a smoke-free work environment. To apply, please indicate job # at the top of your resume or cover letter and submit to: Regence BlueCross BlueShield of Oregon and Regence HMO Oregon, Human Resources, P.O. Box 1271, Portland, OR 97207-1270, TTY # (503) 225-6780. We are strongly committed to equal opportunity in all phases of employment.

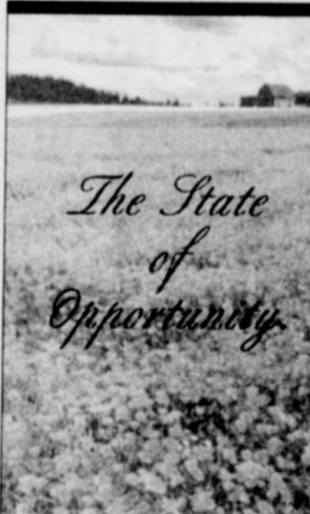


**BlueCross BlueShield of Oregon HMO Oregon**

For more information about career opportunities, call our Job Information Line: 1-800-231-1617 or visit our website at www.bcbso.com



**Employment**



In Oregon, opportunity means great benefits, competitive salaries, and a large variety of careers available state-wide. Currently, openings exist in the following agencies:

**OREGON DEPARTMENT OF TRANSPORTATION Principal Executive/Manager H (Technical Services Branch Manager)**

We have an immediate executive level management opportunity for an experienced transportation manager. Headquartered in Salem, this position possesses responsibility for a multi-million dollar operating budget; approximately 550 employees; provides strategic leadership on business line delivery; develops departmental policies, strategies and initiatives to address transportation issues; partners with diverse stakeholders and special interest groups; provides leadership to support affirmative action programs. Qualified candidates will possess registration as a Professional Engineer (PE), a Bachelor's degree, 7-10 years of progressively responsible management experience; experience developing, maintaining and monitoring an annual budget in excess of \$10 million; experience in the areas of transportation planning, and the location, design, construction and maintenance of operational transportation systems. Excellent benefits accompany a negotiable annual salary around \$78,000 (effective 7/1/98, negotiable salary around \$84,000. [Announcement Number OCOT8150]. Contact Doris Reynolds at (503) 986-4365 (TTY 986-3854) for the hearing impaired) to request application packet. Completed application materials must be received by 5:00 p.m. on May 22, 1998. Information is also available via the Internet at worldwide web address http://www.hr.das.state.or.us/jobs/.

**Program Technician 2 (Construction Contract Coordinator)**

We are seeking applicants with strong computer skills and knowledge of contracts for immediate vacancy in Salem. Will administer the bid opening and contract award process for major public improvement projects in accordance with state and federal guidelines. Requires two years experience with responsibility for program or project monitoring and coordination. Experience must have included program evaluation and responsibility. Applicants must demonstrate experience in contract management and/or contract letting. Applicants who possess construction engineering experience are preferred. Salary \$2,814 to \$3,752 a month plus benefits. [Announcement #OCOT8148]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed application materials must be received by May 15, 1998.

**Transportation Engineer 3 (Specifications Engineer)**

We are seeking applicants with technical expertise in specifications for key position in Salem. The successful candidate will have professional responsibility for the development and review of specifications for all construction contracts let by the department. This position will work with design teams in the preparation of plans, specifications and proposals; other department personnel, agencies and the private industry to create and implement new methods in administering and constructing transportation facilities; and serve as the department's expert on specifications and contracting. Requires a Bachelor's degree in civil or transportation-related engineering; and four years of professional-level experience in the practice of transportation engineering; OR seven years of engineering experience. Three of the seven years must have been performing professional-level engineering duties equivalent to a Transportation Engineer 1. Registration as a Professional Engineer is required. Salary \$3,762 to \$5,146 a month plus benefits. [Announcement #OCOT8145]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed

application materials must be received by May 15, 1998.

**Support Services Supervisor 1 (Administrative Support Manager)**

We are seeking applicants for vacancy in Salem. Will manage and direct the administrative support staff for the Environmental Services Unit, assign and review work, develop work procedures, provide training and prepare budget. Requires three years of clerical or secretarial experience, two years of which must have been at a full-performance level and have included typing, word processing, or other generation of documents. One of the two years must have involved leadership responsibility over office support staff (assigning and reviewing work of others). Courses or training in Office Occupations or Office Technology may be substituted for up to one year of the clerical or secretarial experience. No substitution will be made for the two years at the full-performance level. Salary \$1,757 to \$2,346 a month plus benefits. [Announcement #OCOT8152]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed application materials must be received by May 19, 1998.

**Planner 2 (Environmental Coordinator)**

We are seeking applicants possessing strong communication skills and experience with environmental issues for vacancy in Roseburg. Will coordinate and conduct environmental activities as they relate to transportation projects which includes reconnaissance, development, construction and maintenance activities; represent the region in statewide environmental issues; participate in citizen's involvement activities; and advise department managers and staff on environmental matters. Requires a Bachelor's degree in Urban or Regional Planning, Public Administration, Social Science, Civil Engineering, Architecture or a related field; AND one full year of planning, working either as a member of a team of planners or under the direction of a senior planner collecting and analyzing data and preparing position papers or reports based on the data analysis; OR a Master's degree in Urban or Regional Planning or an equivalent field; OR four years of experience which included planning experience involving collecting and analyzing (including statistical analysis) data, identifying future trends, and preparing technical papers and reports with recommendation. One full year of this experience must have been planning experience, working either as a member of a team of planners or under the direction of a senior planner collecting and analyzing data and preparing position papers or reports based on the data analysis. Salary \$2,545 to \$3,477 a month plus benefits. [Announcement #OCOT8151]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed application materials must be received by May 19, 1998.

**Transportation Engineer 2 (Assistant Project Manager)**

We are seeking for team-oriented, experienced individual for position in Portland. Will assist the Project Manager with overseeing 15-20 construction engineering team members who are responsible for ensuring Contractor compliance with terms of transportation construction projects, performing preliminary engineering on future projects and other engineering-related activities. Requires a Bachelor's degree in civil or transportation-related engineering and two years of professional-level experience; or five years of engineering experience and have a FE/ET, FLS/LSIT, PE or PLS certification/registration. Salary \$3,251 to \$4,444 a month plus benefits. [Announcement #OCOT8183]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed application materials must be received by May 18, 1998.

For other ODOT opportunities call our Recruitment JOBLINE at (503) 986-3847

These are just some of the current openings available with the State of Oregon. For additional information, a copy of the State of Oregon Application Form and more complete announcement listings, call the State Jobline (Oregonian Inside Line) (503) 225-5555 #7777, TTY (503) 378-4672, visit your local Employment Department, or log onto our web site at http://www.hr.das.state.or.us/jobs/. The State of Oregon and all its divisions are proud to be equal opportunity employers.

