

**Director Of Head Start**

for a private, non-profit organization to develop policy, direct and coordinate programmatic operations of Family Head Start. Successful candidate will have a minimum 4 years experience as head Start administrator/coordinator, early childhood education and non-profit management. Hiring range \$33,941 - \$38,988/year. Closes May 5, 1998 at 5:00 p.m. Send completed Agency application, resume and cover letter to:

**Community Action**  
2035 Davcor Ct. SE,  
Salem, OR 97302  
(503) 585-6232

**Fund Developer Position**

For The Oregon Coalition Against Domestic And Sexual Violence

OCADSV is the statewide network of programs serving victims of domestic and sexual violence. OCADSV has 29 member programs, located in rural and urban areas throughout Oregon.

Salary: \$26,000-\$30,000 Annually plus benefits

Starting date: June 1, 1998  
Application deadline: May 14, 1998

For an application packet call Debbie: 503-223-7411  
People of Color are encouraged to apply Equal Opportunity/Affirmative Action Employer

Retail

**Columbia Sportswear Company Floor Supervisor**

Columbia Sportswear Company has proven for more than 50 years that quality construction, engineering and innovation in sports apparel is a formula for success. Our growth has been built on a foundation of value, not only in our high quality products, but our employees as well.

We need a Floor Supervisor at our Sellwood Outlet Store to support management, and to train and motivate sales staff to achieve goals and sales objectives. You must be a self-motivated, enthusiastic take-charge individual with at least 1 year retail supervisory experience. Please apply in person at the store or forward your resume, salary history, and cover letter to: Human Resources, Dept. SFS, PO Box 83239, Portland, OR 97283-0239, or Fax to: (503) 735-4597. Equal Opportunity Employer.

**Office Manager Position**

for the Oregon Coalition Against Domestic And Sexual Violence

OCADSV is the state wide network of programs serving victims of domestic and sexual violence. OCADSV has 29 member programs, located in rural and urban areas throughout Oregon.

Salary: 24,000 Annually plus benefits

Starting Date June 1 1998  
Application deadline: May 14, 1998

For an application packet call Debbie: 503-223-7411  
People of Color are encouraged to apply  
Equal Opportunity/Affirmative Action Employer

**CACFP Field Specialist 20HRS/ WK**

Monitoring CACFP participants. Recruitment and orientation of new family child care providers. Must be willing to work in Multnomah, Washington, and Clark Counties. Must have basic understanding of nutrition. Must have reliable transportation and insurance. Deadline to apply, May 22, 1998

Apply at:  
27 NE Killingsworth  
Portland, Oregon 97211

**Oregon Army National Guard**

Non-prior or prior service okay. We take GED's. Good pay and benefits.

Call: 503-557-6034.

**Packaging line set-up mechanic/technician** needed for mfg company. Responsible for maintenance of all pkg equip. Must have 2 yrs mech exp, preferably in mfg or pkg environment. Benefits after 90 days. Apply direct between 8am-5pm Mon-Fri or send resume with salary requirements to 3580 NE Broadway Portland, Or 97232.  
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, commitment to goals of Planned Parenthood. Salary DOE. Send cover ltr w/ resume to: Executive Director, Planned Parenthood, 3231 SE 50th, Portland, OR 97206 EOE

**Claims Examiner**  
Ceres Behavioral Healthcare Systems, a Managed Behavioral Healthcare Organization which is a Division of Green Spring Health Services, a national behavioral healthcare company, is accepting applications for a claims examiner position.

This is a part time position (22.5 hours per week) with responsibility for adjudicating mental health and chemical dependency claims; data entry; and interacting with providers and subscribers. Requires background in managed healthcare or HMO, knowledge of CPT and BA codes, strong telephone and customer service skills, and proficiency in MS Office. MH/CD claims experience a plus. This is a part time position and includes some schedule flexibility.

Ceres offers competitive salaries, a benefits package including 401K, plus a great working environment. Qualified applicants are invited to send resumes and salary requirements to:

Ceres Behavioral Healthcare Systems, LLC  
Attn: Human Resources  
921 SW Washington Street,  
Suite 550  
Portland, OR 97205  
Fax: 503/219-6892  
e-mail: jharvey@gshs.com  
Equal Opportunity Employer

**Full-Time And Part-Time Transit Operators**

Salem Area Mass Transit District is now accepting applications for both full-time and part-time Transit Operators to operate passenger buses over prescribed routes in accordance with designated schedules. No previous bus driving experience required. We train. Starting wage \$11.73 per hour. Detailed description of duties, qualification requirements, and official application form available in our Human Resources Office, 3140 Del Webb Ave. NE, Salem, OR 97303. Official District application form must be completed and received at District by 5:00 p.m. May 22, 1998. An equal opportunity employer.

**Construction Jobs Start ASAP**

Exp. Labor - Jn. Carp \$9-\$16 p/h  
Vehicle/UA/ODL req.  
Call 203-5488 or 654-0021

**Siding Windows**

At Below Competitive Prices  
Re-Financing Available  
Increase The Value Of Your Home,  
At A New Payment LESS  
Than Your Current Combined Total.  
Abraham Joseph Exterior Restoration  
Call Now 307-7519 #128684

**Columbia Sportswear Company**

**Computer, High Technology Work for One Tough Mother**

Columbia Sportswear Company has proven that quality construction, engineering and innovation in sports apparel is a formula for success. Join our IS Department in the following position:

**COMPUTER OPERATOR**

Working knowledge of AS400 systems, JDE application experience a plus (Robot, Console). Novell/Windows environment and busy help desk. Familiarity with UNIX OS (AIX/HP-UX) preferred. Previous Operations and/or basic programming experience.

Columbia Sportswear offers competitive compensation/benefits package, and a business-oriented team environment.

Please send resume and salary history to: Human Resources, Dept. CO, PO Box 83239, Portland OR 97283, or Fax to: (503) 735-4597. Equal Opportunity Employer.

**Washington County**

**Probation & Parole Officer I**  
\$2,639-\$3,208/mo  
Closes May 15, 1998

**Sr. Community Health Nurse**  
(Field Team Home Visiting Program)  
\$3,371-\$4,097/mo  
Closes May 15, 1998

Call (503) 648-8606/TTY (503) 693-4898 for information. County application and supplemental application forms required.

**Apply To:**

Washington County Human Resources Division  
155 N. First Avenue, Suite 210  
Hillsboro, OR 97124

Women, minorities, and people with disabilities are encouraged to apply.

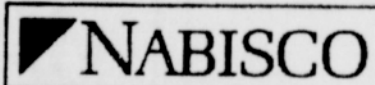
**Production**

Nabisco Inc. currently has openings for entry level production employees.

Qualified applicants will have the following skills and experience:

- Two years experience as machine/equipment operators
- Computer skills
- Basic math, reading and writing ability
- Minimum High School Diploma or GED
- Excellent communication and interpersonal skills
- Ability to work in a team based environment

Prior food manufacturing experience is a plus. Nabisco offers an excellent pay and benefits package. No phone calls or applications will be accepted at the Bakery. Qualified candidates should send resumes to Nabisco, Dept. OB5-3PT, PO Box 3496, Portland, OR 97208. Nabisco is an Equal Opportunity/Affirmative Action Employer, M/F/D/V.



**KICK OFF 1998 WITH THE ULTIMATE PART-TIME JOB**

**UPS IS HIRING! 10 Immediate Openings**

Rated as the #4 Most Admired Employer in the Nation by Fortune Magazine



**Night Shift - 10:00pm til 2:30 am**

**\$8.50 - \$9.50/hour to start**

- ▶ opportunities for advancement
- ▶ various part-time shifts available
- ▶ must be 18 years or older
- ▶ full benefits for employees & dependents

**Drop By... THE NORTHEAST WORKFORCE CENTER, INC.**

4106 N. Vancouver Ave., Portland, Oregon  
Hrs. 8 a.m. - 3 p.m.  
Monday through Friday  
For more information, please call the Workforce Center at 503-288-4370

An Equal Opportunity Employer

Employment



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



**OREGON DEPARTMENT OF TRANSPORTATION Transportation Engineer 3 (Structural Materials Engineer)**

We are seeking applicants with technical expertise in structural materials for position in Salem. Will provide expert technical support in structural and general construction materials, provide expertise in destructive and nondestructive laboratory testing of structural and general materials, and write, recommend, coordinate, and review materials and construction specifications for structural items. Must be a Registered Professional Engineer (PE) in civil or structural engineering. Requires 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. Salary \$3,762 to \$5,146 a month plus benefits. [Announcement #OC0D78153]. 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 22, 1998.

**Engineering Specialist 1 (Traffic Recorder Technician)**

We are seeking applicants to fill vacancy in Roseburg. Will conduct field studies and compile data for traffic movement, vehicle usage, and vehicle distribution. Requires an Associate's degree in Engineering Technology from a recognized community college or technical school; OR eighteen months of experience directly related to engineering; OR a Bachelor's degree in Engineering, Architecture, Geology, Mathematics, or Physics. Salary \$1,659 to \$2,243 a month plus benefits. [Announcement #OC0D78154]. 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 22, 1998.

**Executive Support Specialist 1 (Leadworker)**

We are seeking applicants for immediate vacancy in Salem. Will provide administrative support to the Right of Way Section Manager; as leadworker, provide instruction and training to all administrative personnel assigned to unit, determine work priorities and office procedures and implement policies. Requires three years of clerical / secretarial experience which includes one year at a full performance level performing typing, word processing or other generation of documents; AND lead work responsibility or coordination of office procedures. Courses or training in Office Occupations or Office Technology may be substituted for up to one year of the clerical/secretarial experience. No substitution will be made for the one year at the full performance level. Salary \$1,755 to \$2,329 a month plus benefits. [Announcement #OC0D78155]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed application materials must be received May 22, 1998.

**Transportation Engineer 2 (Concrete Quality Engineer)**

We are seeking a Registered Professional Engineer for vacancy in Salem. Responsible for ensuring the quality of concrete provided to state construction projects, this individual will review mix designs prepared and submitted by contractors, review concrete test reports, analyze failing test material and make recommendations for remediation. Registration as a Professional Engineer is required. Requires a Bachelor's degree in civil or transportation-related engineering AND two years of professional-level experience in the practice of transportation engineering; OR five years of engineering experience. Two of the five years must have been performing professional-level engineering duties. Salary \$3,251 to \$4,444 a month plus benefits. [Announcement #OC0D78155]. Contact ODOT Recruitment at (503) 986-4030 (TTY 986-3854 for the hearing impaired) for required application packet. Completed application materials must be received May 22, 1998.

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

**OREGON DEPARTMENT OF CORRECTIONS**

**Principal Contributor 2 Quality Assurance Manager**

Position located in Salem. Seeking highly motivated individual with strong Quality Assurance background to provide managerial planning and direction statewide for all Inmate Work Programs' production and services functions to ensure quality performance and customer satisfaction. Requires Bachelor's in Business/Public Administration and two years experience demonstrating responsibility for analyzing complex systems, identifying problems, generating alternatives, building consensus and implementing solutions. OR advanced degree and one year of experience. Salary: \$3302-\$4430. Excellent Benefits. Job Announcement (#LE980716) may be obtained from any Oregon Employment Department or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Recruitment closes May 29, 1998.

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.

**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:

**Customer Service Representatives**

(Job #698)  
You must have a strong customer service background and knowledge of medical terminology. The ability to work with little supervision in a fast-paced, team environment is necessary. Additionally you must have excellent PC, organizational, prioritization and communication skills as well as the ability to type 40 words per minute. The ability to work overtime is necessary.

**Claims Supervisor Hospital Unit**

(Job #788)  
You will supervise and direct activities of the claims processing staff in the Hospital Unit to ensure accurate and consistent benefit administration, using efficient coding techniques and system functions to ensure consistent data for statistical reporting and utilization management. You must have three to five years of experience in the health insurance industry. Supervisory experience or equivalent training and education is required.

**Claims Analysts**

(Job #573)  
You will analyze and enter claim information into our automated claims processing system. You must have a High School diploma or equivalent. Knowledge of medical terminology is required.

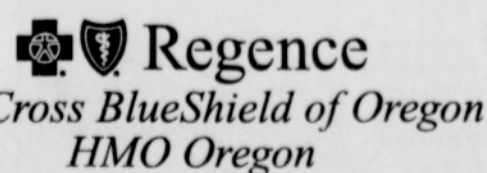
**Technology Consultant Software Configuration Management**

(Job #742)  
The successful candidate will work as a member of the team which collaborates in supporting, troubleshooting, researching and recommending development tools, processes and education. This position requires excellent skills in project management, information gathering and analysis, customer relations and service, and written and oral communication.

**Product Management Analyst**

(Job #773)  
You will research, analyze, recommend, initiate, direct and lead product management efforts. Unit activities consist of strategic planning, product life cycle and profitability analysis, project management, competitor research, employer and employee satisfaction and advertising agency

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.



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

