



**Express your love for Dad on Father's Day** by placing a personal announcement in the Portland Observer. Call Tony or Mary at 288-0033. (Deadline: June 6)

**Washington County**  
**Building Engineer**  
 (Pending Board of Commissioners' Approval)  
 \$4,006 - \$4,869/mo  
 Closes June 19, 1998

**Program Coordinator**  
 (Developmental Disabilities)  
 \$3,371 - \$4,097/mo  
 Closes June 19, 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.

**Subsidized Units for Seniors, or Disabled, or Handicapped Persons May be Available at this time.**  
**Iko So Terrace**  
 1550 S.E. Oak Grove Blvd.  
 Milwaukie, OR 97267  
 503-659-7019



If subsidized units are not available at this time, qualified applicants may be placed on Waiting Lists. Guardian Management Corporation is committed to **EQUAL HOUSING OPPORTUNITY.**

**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 uninsurable 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:


**Auditor Assistant**  
 (Job #906)  
 In this entry-level position, you will perform desk reviews and field audit procedures on Medicare cost reports. Requires overnight travel on the average of one week per month. A Bachelor's degree in Accounting (or related field) including credits for auditing courses is required. This position also requires good oral and written communication skills.

**Customer Service Representative**  
 Eugene Office  
 (Job #912)  
 In our Eugene Office, you will provide accurate and timely information to our customers, brokers, providers, and group administrators regarding benefits, contract administration, eligibility, claim payments and denials. You must have a High School diploma, GED, or equivalent work experience including at least 1 year of customer service experience (within the last 2 years). Knowledge of medical terminology is required.


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.

**Regence**  
 BlueCross BlueShield of Oregon  
 HMO Oregon

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



**Health Care**



**"PEOPLE HELPING PEOPLE"**  
**OREGON STATE HOSPITAL**

We are dedicated to providing high quality, compassionate psychiatric services to Oregonians and their families.

Team approach to Mental Health Care

**Geropsychiatric Child/Adolescent Forensic General Adult**

We are currently seeking applicants for the following positions

<b>NURSING:</b> Registered Nurses Mental Health Supervising R.N. Nurse Manager Staff Nurse for CQI LPN	<b>PROFESSIONAL/ TECHNICAL:</b> Occupational Therapist COTA Licensed Physical Therapists Clinical Psychologists Chief Psychologist
<b>CLERICAL:</b> Medical Records Specialists	Unit Director for Child/Adolescent & Geropsychiatric Physician Specialist
<b>SERVICE * OTHER:</b> CNA's, Food Service	

**OREGON STATE HOSPITAL**  
 Salem & Portland Facilities

\* Excellent Medical/Dental Benefits  
 \* Educational Differentials  
 \* Competitive Salaries  
 \* All Shifts Available  
 \* State Paid Retirement  
 \* Paid Holidays  
 \* In-house Training & Education

Applications for open positions are accepted in Employee Relations, 2600 Center Street NE, Salem, OR 97310. Monday - Friday 8 am - 5 pm. (503) 945-2815, TTY 503-945-2996 or via Internet at: <http://www.hr.das.state.or.us/jobs/> AA/EOE.

**Columbia Sportswear Company**  
**HR Coordinator**  
**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. We're seeking a HR Coordinator who thrives on a challenge and is looking for an opportunity to make a positive contribution within a successful, growing company.

In this vital position, you will be responsible for:

- Provide support for members of the Human Resources Department, completing tasks and projects directly related to certain HR specialties.
- Coordinate Columbia's application Center and provide position information to applicants.
- Act as resource for employees concerning general HR inquiries.
- Provide administrative back up to other department staff as needed.

Qualified candidates will have a minimum of two years experience performing administrative and office support assignments in a business environment with heavy customer contact. Possess intermediate level computer skills and working knowledge of spreadsheet and word-processing application. Human Resource experience desirable. To be successful in this position, you will be detail oriented and demonstrate your ability to participate as a team member in the Human Resource Department.

Send resume to: Human Resources, Dept. HRCOORD, PO Box 83239, Portland OR 97283, or Fax to: (503) 735-4597. Equal Opportunity Employer.

**Employment**



**OREGON DEPARTMENT OF TRANSPORTATION**  
**Human Resources Branch Manager**  
**Principal Executive/Manager G**  
 Apply your vision to make a real difference with the State of Oregon Department of Transportation. Build and implement an integrated strategy to lead HR efforts that will add value to our organization.

A strategic leader to oversee all aspects of human resources including collective bargaining, labor relations, classification, compensation, recruitment, benefits, safety, risk management, training and work force development. Position carries annual operating budget responsibility of \$5.5 million dollars. Related Bachelor's Degree + 6 to 10 yrs. HR management experience required. SPHR preferred. Compensation package includes a negotiable base salary to \$77k + excellent benefits. Announcement #OC0D8203. Contact **Donna Reynolds for application materials at (503) 986-4365 (TTY 986-3854 for the hearing impaired). Deadline: 5:00p.m. on July 6, 1998. Information is also available at [www.odot.state.or.us](http://www.odot.state.or.us).**

**Business Analyst 3 (Business Process Analyst)**  
 Apply your financial services leadership as our Business Process Analyst for the Financial Services Branch in Salem. You will conduct or coordinate the analysis of business processes for effectiveness, efficiency, and conformity. Investigate alternatives and make recommendations to management on improvements to business process designs and policies. Requires: three years of specialized experience performing management improvement or program operations review studies and a Bachelor's degree in Business Administration, Public Administration, Industrial Engineering, Industrial Psychology, or a closely related field; or three additional years of technical or staff level experience. Salary \$27,122 - \$36,420/month + excellent benefits. Announcement #OC0D8197. 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 June 25, 1998.

**Environmental Program Coordinator 2 (Land Use and Socio-Economic Specialist)**  
 We are seeking an expert on land use and socio-economics for a position in Salem (position is currently 7-time; action pending to increase to full time). This person will analyze impact of projects and other department activities on the human environment including local land use, comprehensive planning, business community, neighborhoods, individuals, and community facilities. Requires 2+ years of land use, planning community development, economics, or cultural resource management or environmental analysis experience related to land use, sociological, community, or economic issues; AND, a Bachelor's degree with 30 quarter or 20 semester hours in an environmental or social science area such as economics, planning, geography, sociology, or cultural resources. Three additional years of qualifying resource management or environmental analysis experience may be substituted for the Bachelor's degree. Salary \$24,223 to \$33,116 month plus benefits. Announcement #OC0D8332. 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 June 26, 1998.

**Engineering Specialist 2 (Inventory Specialist)**  
 We are seeking an experienced individual for an engineering position in Salem. Responsible for collection and maintenance of milepoint roadway inventory on highways, roads, and streets. This position is the key person on the field inventory crews responsible for maintaining consistency and accuracy. This person collects engineering related data from construction plans and other sources. Requires an Associate's degree in Engineering technology from a recognized community college or technical school of engineering and two years of experience directly related to engineering; OR three and one-half years (42 months) of sub-professional engineering experience. A Bachelor's degree in Engineering, Architecture, Geology, Mathematics, or Physics may be substituted for the Associate's degree in Engineering Technology. Salary \$22,093 to \$28,861 a month plus benefits. Announcement #OC0D8331. 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 June 22, 1998.

**DEPARTMENT OF HUMAN RESOURCES**  
**Oregon Health Division**  
**Principal Executive Manager C (HIV Client Services Manager)**  
 The Oregon Health Division, Center for Disease Prevention & Epidemiology, is recruiting for a Principal Executive Manager C to administer statewide HIV client services programs. This is a fulltime, permanent position, located in Portland. Occasional travel, both in and out of state, is required. This position manages HIV services funded by the Ryan White CARE Act (RWCA), directly supervises program staff who coordinate the Community Health Insurance Program (CHIP) and AIDs Drug Assistance Program (ADAP), and prepares proposals and applications for funds to support program services. This position also acts as liaison between the Health Division HIV/STD/TB Program, local health departments, community based organizations and local planning groups to facilitate the development and maintenance of regional (multi-county) HIV care consortia. Applicants must have five years of experience in supervision, staff/technical, or professional-level work related to public health programs. The experience must have included at least one year of project leader responsibility involving one or more of the following areas: a) development of program rules and policies; b) development of long and short range goals and plans; c) program evaluation and/or project evaluation; or d) monitoring and controlling or preparing a budget. A Bachelor's degree in a field related to management such as Business or Public Administration, behavioral science, or a field directly related to public health, may be substituted for up to three years of the required experience but will not substitute for the one year of specialized experience. Salary \$2,856 to \$4,021 a month. Closing date is June 26, 1998. For application information, call (503) 731-4005, or TTY (503) 731-4031 between the hours of 8 am and noon.

**Oregon State Hospital**  
**CNA Training**  
**Paid Opportunity**  
 Oregon State Hospital, provider of psychiatric services to Oregonians and their families, is offering an exciting paid training and employment opportunity for persons with an interest in a career in health care. Participants will be trained as Certified Nursing Assistants (CNA) while receiving an hourly salary, and placed in therapy aide positions upon completion of the training. Hourly salary \$10.21 - \$13.42 during training with an opportunity for increase in salary and excellent benefit package upon completion of training. Preference will be given to applicants with a Bachelor's degree in a behavioral science or college course work in the behavioral sciences. Classes begin July 6, 1998. For a detailed application packet, please contact **Employee Relations, Oregon State Hospital, 2600 Center St. NE, Salem OR 97310; (503) 945-2815, TTY (503) 945-2996.** Deadline to submit an application is June 15, 1998 at 5 pm.

**Senior and Disabled Services Division (SDSD)**  
**Principal Executive Manager A**  
**Unit Manager**  
 The mission of SDSD is to provide leadership for seniors and persons with disabilities through programs that enhance independence, dignity, choice, and individual well-being. SDSD is committed to hiring those candidates who will best accomplish this mission. If you enjoy serving your community, then please submit your application materials prior to the closing date below. Salary is \$2,346 - \$3,302. Application materials, job description, and minimum qualifications for announcement #E9908863 may be obtained by calling the **DHR Job Line at (503) 945-5742 (TTY (503) 945-6214), or by Email at [hrrcruiting@hotmail.com](mailto:hrrcruiting@hotmail.com).** All application materials must be submitted to **DHR Records & Recruitment Unit, 500 Summer St. NE, 4th floor, Salem, OR 97310, and received by June 25, 1998.**

**DEPARTMENT OF JUSTICE**  
**Charitable Activities Operations Manager**  
 DOJ Charitable Activities Section has a current opening for a Principal/Executive Manager A, Operations Manager in Portland. The section is responsible for the administrative enforcement of charitable organizations. This position supervises staff and is responsible for the charitable registration and reporting program. Requires four years experience. Experience with database applications is required. Support or administration of a registration or licensing program is preferred. Related Bachelor's degree may substitute for up to three years experience. Salary \$2,346 to \$3,302 a month. Excellent benefit package. Obtain **State of Oregon application (PD 100) and recruiting announcement LE980842 at any State Employment Department office, or call (503) 378-5555, ext. 322, TTY (503) 378-5938 in Salem, or internet: <http://www.hr.das.state.or.us/jobs/>**

**Charitable Activities Auditors**  
 The Department of Justice has two current openings for Governmental Auditors 2 & 3 in Portland. These positions conduct and coordinate audits of charitable trusts and corporations, professional fund raising firms and organizations desiring to conduct gaming operations. Requires 2 - 3 years auditing experience plus Bachelor's degree (or two more years experience.) Salary \$2,683 to \$4,129 monthly. Excellent benefit package. Obtain **State of Oregon application (PD 100) and recruiting announcements LE980854 and LE980855 at any State Employment Department office, or call (503) 378-5555, ext. 322, TTY (503) 378-5938 in Salem, or internet: <http://www.hr.das.state.or.us/jobs/>**

**OREGON DEPARTMENT OF CORRECTIONS**  
**Assistant Director of Human Resources**  
 The Oregon Department of Corrections (ODOC) is seeking a progressive and experienced human resource professional to serve as assistant director of Human Resources. This position is responsible for planning, designing, developing and directing all human resource programs and functions. ODOC is looking for innovative leadership skills which will effect successful substantial departmental growth and prison expansion. The position requires 8 years of progressively responsible experience in human resources, including management and supervision. A Bachelor's degree in a related field is required. Knowledge, ability and skills in serving the needs of an adult correction department is helpful but not required. SALARY: \$50,652-\$71,256 annually. Excellent benefits. Job Announcement #E99091061 may be obtained through any Oregon Employment Department office or call (503) 378-3040, FAX (503) 378-5731, or visit our web site at [www.doc.state.or.us](http://www.doc.state.or.us). Recruitment closes June 26, 1998.

**Stationary Boiler Operator**  
 Three current vacancies. Two positions (funded through August 2000) located in Wilsonville and one position located at Snake River Correctional Institution in Ontario. Responsible for the operation and maintenance of a high-pressure steam boiler system and auxiliary equipment. Requires two years experience as a boiler operator or completion of an approved boiler operator apprenticeship. Oregon Employment Application and Job Announcement LE970293C may be obtained from any Oregon Employment Department office or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Apply soon, could stop taking applications at any time.

**Food Services Manager**  
**Principal Executive/Manager B**  
 Located at the Oregon State Correctional Institution in Salem. Plans, organizes, and supervises the preparation, cooking, and serving of food to inmates. Requires five years of experience in lead work, supervision, staff/technical, or professional-level work related to a food service facility. Salary is \$2586-\$3642 a month plus excellent benefits. Oregon Employment Application and Job Announcement LE980846 may be obtained from any Oregon Employment Department office or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Recruitment closes June 22, 1998.

**Auto Mechanic**  
 Located at Snake River Correctional Institution in Ontario. Coordinates and instructs inmates in routine and complicated mechanical maintenance and repair work on vehicles. Requires four years of journey level automotive mechanic's experience or completion of an approved automotive mechanic's program and three years of journey-level experience. Salary is \$2158-\$2836 a month plus excellent benefits. Oregon Employment Application and Job Announcement LE980845 may be obtained from any Oregon Employment Department office or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Apply soon, could stop taking applications at any time.

**Plumber**  
 Located at Snake River Correctional Institution in Ontario. Performs plumbing work and coordinates and directs inmates working on plumbing systems. Requires Oregon Plumbers license and one years experience as a journey-level plumber or completion of an approved apprenticeship program. Salary is \$2585-\$3738 a month plus excellent benefits. Oregon Employment Application and Job Announcement LE980164A may be obtained from any Oregon Employment Department office or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Apply soon, could stop taking applications at any time.

**SUBSIDIZED SENIOR/DISABLED**  
 Subsidized units may be available at this time. If not, qualified applicants may be placed on a waiting list.

**Countrywood Manor**  
 Dallas 623-9667



We are committed to equal housing opportunity  
 Guardian Management Corp.

**Information Systems**

**Positions require skills in the following areas:**  
 INFORMATION TECHNOLOGY  
 Applications Development Standards  
 Application Development Environment Support  
 Quality Assurance  
 Information Resource Management Planning

**Oregon Department of Transportation (ODOT)** is a progressive employer recognized for its commitment to continuous improvement and customer service. Our Information System Branch has an immediate opening in Salem for an innovative leader to be our Systems Support Manager. You will oversee all support and project office activities in the Application Development Transportation Section. Join us in serving your community and improving the quality of life for Oregonians.

ODOT offers salaries up to \$67,848 annually, plus excellent benefits. 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 June 29, 1998. ODOT is an AA/EEO Employer committed to a diverse workforce. Announcement #OC0D8059. Information is available on the State of Oregon Technology website at <http://www/hr.das.state.or.us/is/>.

**Oregon Department of Transportation**



**Electronic Security Specialist 2**  
 Located at Snake River Correctional Institution in Ontario. Ensures the various electronic/alarm systems operate continuously and provides immediate response in the event of system failure. Requires possession of a Restricted Energy Technician License and two years experience in the installation, maintenance, and repair of electronic systems. Salary is \$2633-\$3502 a month plus excellent benefits. Oregon Employment Application and Job Announcement LE980866B may be obtained from any Oregon Employment Department office or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Apply soon, could stop taking applications at any time.

**Refrigeration Mechanic**  
 Two vacancies located at Snake River Correctional Institution in Ontario. These positions build, install, maintain and repair commercial and domestic refrigeration and heating equipment and air conditioning systems. Requires possession of a valid Uniform Refrigerant Handling License and a Restricted Energy Technician License with an HVAC Endorsement. Salary is \$2024-\$3246 a month plus excellent benefits. Oregon Employment Application and Job Announcement LE980867B may be obtained from any Oregon Employment Department office or call (503) 378-6013 or log onto our web site at <http://www.doc.state.or.us>. Apply soon, could stop taking applications at any time.

**OREGON STATE POLICE**  
**Recruit Trooper**  
 In this full-time position, you will enforce state laws (including fish and wildlife), patrol highways, investigate crimes, and other duties as required. Minimum qualifications include being a U.S. citizen, 21 years of age or older, licensed to operate a motor vehicle, high school diploma or equivalent, no felony convictions. Applications received or postmarked no later than 6/30 will be invited to test in July. Salary \$2,722 a month (starting pay), benefit package available. Call **OSP Jobline at (503) 378-3725, ext. 4131, or write Oregon State Police, Sworn Applicant Processing Section, 1320 Capitol Street NE, Suite B-10, Salem, OR 97303.** Equal Opportunity Employer

**OREGON DEPARTMENT OF REVENUE**  
**Income Tax Auditors**  
 The Oregon Department of Revenue currently has openings for income tax auditors at the Entry and Auditor 1 levels in its Portland, Wilsonville, Salem, Eugene and Medford offices. If you have an accounting background, this is your opportunity to use those skills in administering the tax laws of the State of Oregon. Duties of the positions include: examining tax returns, communicating with taxpayers, gathering and analyzing records and researching federal and state tax law. Permanent, part-time positions are possible. To request job announcements oc970648 (tax auditor entry) and oc970650 (tax auditor 1) and an application, call (503) 945-8556. TTY (for hearing and speech impaired only) (503) 945-8617 or 1-800-886-7204. For additional information about the positions, call **Portland (503) 731-4706; Wilsonville (503) 682-6335; Salem (503) 945-8025; Eugene (541) 686-7940; or Medford (541) 858-6514.** Recruitment is open until further notice. Salary \$2024 to \$2443 per month for tax auditor entry and \$2329 to \$3098 for tax auditor 1.

**OREGON STATE UNIVERSITY**  
**Accounting Technician (CO201)**  
 This is a full time position with Facilities Services. Major duties include accounts payable, checking invoices for accuracy, insuring materials were received, determining funds to pay invoices, and entering data into cost accounting system; maintaining purchase orders, vendor files and requisitions; resolving discrepancies; maintaining records of credit and returns; maintaining credit card purchase logs; reconciling funds on a monthly basis; assisting in preparation of budget reports; maintaining spreadsheets; assisting in making change orders and processing payments; and responding to inquiries from internal and external customers. Salary \$1,599 to \$2,203 a month. Contact **OSU Department of Human Resources, 14th and Jefferson, Corvallis OR, 97331-2131, (541) 737-3103, TTY 800-735-2900, for application materials.** All application materials must be received by 5 pm on the closing date of June 22, 1998.

**DEPARTMENT OF LAND CONSERVATION**  
**Public Relations Manager**  
 Permanent position located in Salem with Oregon's nationally recognized land use planning agency, has an immediate opening for the position of Communications Manager (Principal Executive/Manager C). The person in this position manages the agency's internal and external communications program; is responsible for developing communication strategies, public relations, information and education programs, internal and external outreach, and public involvement strategies; is the agency's main point of contact with the media and the general public. Salary is \$2,856 to 4,021 a month plus excellent benefits. Application and announcement #E986000 available from **DLCD at 603-373-0050, or on the world wide web at <http://www.dnsh.state.or.us/>.** Application deadline is 5:00 p.m., June 15, 1998