

**CLASSIFIED ADVERTISING**

**WASHINGTON COUNTY**

**Recruit Deputy**  
(Sheriff's Office)

\$2,563/mo-\$3,111/mo after 1 yr  
Open Continuously

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 320  
Hillsboro, OR 97124

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

**Sales - Home Repairs/Windows & Doors**

The Neil Kelly Company is the leading design/build remodeling firm in the Portland area. Neil Kelly has openings in its Home Repair Team and Window & Door divisions for qualified and experienced salespeople. We need people who:

- Like getting things done right
- Like to gather facts and problem
- Have strong listening skills
- Have strong communication skills
- Enjoy client contact

If you qualify, you can earn a good living. Commission position. Some benefits. You provide your own vehicle, have current license and good driving record. Vehicle allowance program available. We offer you the opportunity to have your personal growth match your efforts, receive recognition for accomplishments, and work with people who support your efforts. One of Oregon Business Magazine's 100 Best Companies to work for. Send resume and cover letter to: Julia Spence, Human Resources Manager, Neil Kelly Company, 804 N. Alberta St., Portland, OR 97217.



**Assistant Designer**

Columbia Sportswear Company, a leading manufacturer of outdoor apparel and footwear, is seeking an Assistant Designer for our womens Sportswear line. In this position, you will be responsible for working closely with the Sportswear designer and staff to provide support for designing and merchandising the women's sportswear line. Duties include creating and managing computer artwork for print and yarn dye development, creating and maintaining prototype sportswear catalogs and working with department members to ensure that design timelines are met to reach Company goals.

Qualified candidate will possess a college degree or equivalent in design, merchandising, textiles or related experience. 3+ years experience in garment design and development or related work experience in the apparel industry.

Please send resume to: Columbia sportswear Company, Human Resources, Dept. Sport, PO Box 83239, Portland OR 97283, or Fax to: (503) 735-4597. Equal Opportunity Employer.



**Outerwear Designer - Accessories**

Columbia Sportswear Company, a leading manufacturer of outdoor apparel and footwear, is seeking a DESIGNER. In this position you will be responsible for designing and merchandising the accessories line on assigned categories and projects. Duties include managing and recommending design modifications on carryover products, initiating new design concepts to meet customer needs, conducting additional design work as needed and working with team members to ensure that deadlines are met to reach Company goals. Qualified candidate will have college degree with coursework in design, merchandising, textiles or related experience. 3+ years experience in garment design and development and related work experience in the apparel industry. Must have working knowledge of material sourcing techniques (fabric, trim etc.) and excellent Macintosh and PC skills. Some graphic skills (drawing, cutting, layout etc.) and familiarity with CAD applications preferred.

Please send resume to: Columbia Sportswear Company, Human Resources, Dept. Accessories, PO Box 83239, Portland OR 97283, or FAX to: (503) 735-4597. Equal Opportunity Employer.



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You can now find us on the Web! <http://www.portlandobserver.net>



**Parking Facility Operator**  
Immediate opening for full and part-time lot attendant with Portland's leading parking Company. We are seeking dependable individuals with a neat appearance and a positive attitude.

We offer:  
\* \$7.00 starting wage\*  
\* \$10.50 overtime  
\* Opportunity  
\* Medical and Dental Health plan available  
\* Advancement potential  
Applicants must have valid drivers license, submit to drug test and background check.  
**Apply in person between 12:00 and 1:00 PM daily at City Center Parking at 215 SW 6th.**

**Residential Counselor** needed for innovative Dual Diagnosis residential care facility located in beautiful Nob Hill neighborhood in Northwest Portland. Some day and swing shifts required. QMHA required, BA degree preferred. GREAT team to work with and excellent benefits package with 403(b). Please send resume and cover letter to Brian Burris, Unity Inc., 2375 NW Glisan Street, Portland, OR 97210. Unity Inc. is an Equal Opportunity Employer.

**Academic Instructor**

Energetic, experienced and creative Mathematics Instructor needed to provide teaching to young adults in a vocational/educational program. Position requires a Bachelor's degree and a valid State of Oregon Teaching Certification. One-year secondary instruction experience preferred. If qualified and interested, please respond by sending cover letter of interest and resume no later than Feb. 5, 1999 to: Human Resources Manager, Springdale Job Corps Center, 31224 E. Historic Columbia River Highway, Troutdale, Oregon 97060. As an affirmative action employer, we are seeking qualified minority, female, veteran and disabled applicants; however, all qualified applicants will be considered.

**Residential Treatment and Short-term Shelter Care Counselors** are being recruited to work with adolescent girls in residential setting. Position involves crisis management, close supervision of clients with infants and toddlers, and clients with a high run risk, ability to working milieu treatment setting. Full, part-time, swing, overnight shifts, & on-call positions available. Cal: BA/BS in mental health or comb. of exp. with adolescents. Benefits included. Send resume to PO Box 10027 Portland 97296-0027

**Attention! Work From Home**  
Earn extra \$500-\$1500/mo PT  
Or \$2000-\$4500/mo FT  
1 (800) 683-3652 ext. 2  
[www.work-from-home.net/fortune](http://www.work-from-home.net/fortune)

**Find Your Love Connection**  
1-900-407-8999 ext. 3349  
must be 18yrs. 2.99 per minute  
Serv-U- (619) 645-8434

**Office Administrator**  
Franciscan Enterprise of Oregon, a non-profit community development corp., is seeking to hire an office administrator to assist the E.D. in mgmt.org. Qualified candidate will possess excellent phone skills, profi demeanor, personal computers skills including proficiency in MS Word, Excel & Access, and bookkeeping or finance exp. Min 3 yrs progressive office or comparable mgmt exp. Excl benefit pkg. Salary \$25k-\$29k DOE. Send resume to Exec. Dir., P.O. Box 11268, Portland, OR, 97211 w/1/30/99.

**\*LAB/CYTOTECH OPP'TTES\***  
Scientific Staffing in partnership w/Unilab has excellent f/t opp'ties in the S. California area for a cytologists who are ASCP certified to apply for Cal license. Exp in GYN & non-GYN cytology. Assist w/reloc costs. 818-986-0001ph/fx 818-986-0344/ email-jrjple@scistaff.com.

**Supervisor Team Leader**  
Leading specialty metals firms seeks skilled leader to assist in planning, directing and coordinating production activities; supervising 25-person production team on rotation shift. Requires 4-yr degree in relevant technical field or 5 yrs experience within heavy industrial production environment; or combination of experience/education. Also requires demonstrated leadership including team building and conflict resolution skills, and solid understanding of material flow principles. Experience within the metals industry preferred. Position offers competitive compensation package including 401k, tuition assistance and medical/dental/life insurances. Submit resume and salary requirements to Human Resources, PO Box 580, Albany OR 97321. We are an AA/EOE employer.

**Sales Vocational Instructor**  
Full time vocational instructor needed with experience teaching young adults in the area of industry specific retail sales. (i.e. Pharmaceutical, heavy tools.) Requires bachelor's degree in education or related field. Preference given to individuals with vocational teaching credentials, industry experience and history of working with disadvantaged youth. If interested please send a cover letter of interest and resume no later than Feb. 5, 1999 to: Human Resources Manager, Springdale Job Corps Center, 31224 E. Historic Columbia River Highway, Troutdale, Oregon 97060. As an affirmative action employer, we are seeking qualified minority, female, veteran and disabled applicants; however, all qualified applicants will be considered.

**Oregon Department Of Justice Administrative Services Attorney**  
The Appellate Division in Salem has a vacancy for a full-time attorney. Duties include briefing and orally arguing appeals in the Oregon and Federal appellate Courts. Strong academic credentials and superior legal research and writing skills are required. A minimum of five years' full-time attorney experience is required. To apply for this position call (503) 378-5555 ext. 321. (TTY) (503) 378-5938 for the hearing impaired), or visit our web site at [www.doj.state.or.us](http://www.doj.state.or.us). AA/EOE. Closing date is February 5, 1999.



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

- DEPARTMENT OF TRANSPORTATION**  
**Principal Executive/Manager D Public Affairs Manager**  
An innovative, pro-active Public Affairs Manager is sought for our Communications Division located in Salem. As a Public Affairs Manager, you will manage ODOT's internal and external statewide communications programs and staff, and direct the development of statewide public involvement strategies, outreach programs, and marketing initiatives. In addition, you will represent the department to a variety of groups such as: elected officials, key transportation partners, and business stakeholders. Salary is \$3,401 to \$4,794 a month plus excellent benefits: health insurance; paid vacation; sick and personal leaves; nine paid holidays; and full employer-paid retirement contribution. **Announcement #OCDT9053. Contact ODOT Recruitment at (503) 986-4030 (TTY) (503) 986-3854 for the hearing impaired) or visit our web site at [www.hr.das.state.or.us/jobs](http://www.hr.das.state.or.us/jobs) for application materials.** ODOT is an AA/EOE employer committed to a diverse workforce. Deadline is March 5, 1999.
- Engineering Specialist 2 Laboratory Technician**  
Located in Salem, this position will perform routine, specialized and complex laboratory tests on construction/petroleum materials and products; and recommend acceptance or rejection for quality of construction materials and conformance to specifications. This position requires an Associate's degree in Engineering Technology and two years' experience directly related to Engineering; or three and one-half years' (42 months) Engineering experience. A related Bachelor's degree may substitute for the Associate's degree in Engineering Technology. Salary is \$2,156 to \$3,087 a month plus excellent benefits: health insurance; paid vacation; sick and personal leaves; nine paid holidays; and full employer-paid retirement contribution. **Announcement #OCDT9015. Contact ODOT Recruitment at (503) 986-4030 (TTY) (503) 986-3854 for the hearing impaired) or visit our web site at [www.hr.das.state.or.us/jobs](http://www.hr.das.state.or.us/jobs) for application materials.** ODOT is an AA/EOE employer committed to a diverse workforce. Deadline is February 12, 1999.
- Engineering Specialist 2 Drafter/Junior Inspector**  
Put your design, drafting and inspection skills to good use in our Project Manager's Office located in Beaverton. In this position, you will prepare preliminary layouts in support of final designs, perform construction design on construction projects. This position requires an Associate's degree in Engineering Technology plus two years' related experience, or three and one-half years' sub-professional Engineering experience. Salary is \$2,156 to \$3,087 a month plus excellent benefits: health insurance; paid vacation and sick leaves; ten paid holidays; and full employer-paid retirement contribution. **Announcement #OCDT9078. Contact ODOT**



**Work for one Tough Mother**  
Columbia Sportswear, a global leader in the design and manufacture of outerwear and sportswear has the following opening in our dynamic information Services department:  
**OPERATIONS SUPPORT ANALYST**  
In this position you will be responsible for operations support for all IS systems at our Rivergate Distribution Center. Specific duties include: setup and installation of PC Desktops in a Windows 95/Novell environment; maintaining computer hardware and ensuring availability of all supplies, providing user support for all Microsoft applications, PC hardware and software problems, and regular monitoring of systems to prevent down time. Act as Rivergate IS liaison with the Corporate Desktop Services group to assist in ensuring system quality, integrity and performance.  
Experience to include a minimum of 3+ years of experience in Data Processing, PC Support, Computer Programming and/or Systems Administration. Experience in a Distribution environment preferred due to the nature of equipment.  
Please send resume to: Columbia Sportswear Company, Human Resources, Dept. RVGOPS, PO Box 83239, Portland OR 97283, or FAX to: (503) 735-4597. Equal Opportunity Employer.

**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:

- Assistant Vice President - Sales**  
You will be responsible for sales and renewal activities statewide and for the sale of individual products including the company senior product lines. Direct activities of Regional Offices: manage, counsel, train and motivate assigned Sales Teams, individual Sales and their staff in all marketing, sales and service functions; and assure financially sound membership growth of the company and its subsidiaries. Requires a Bachelor's degree in Business, Marketing or equivalent combination of education and work experience, plus 7 years' experience in the employee benefits industry with proven sales abilities in Health, Dental, Vision, Life and Disability programs. Extensive experience with HMOs, PPOs and other managed health care programs is necessary. Proven progressive management track record, preferably in the Employee Benefits industry, is a must. Ability to secure an Oregon Health and Life Insurance License also required.
- Provider Relations Representative**  
(Job #2127)  
You will be responsible for performing activities to achieve provider understanding of health plan procedures, Mental Health/Chemical Dependency (MH/CD) policy, preauthorization requirements, maximum allowances, as well as monitoring adherence to Regence BCBSO Traditional, PPO and HMO provider contracts. Serve as a provider resource for advice on DSM IV coding, CPT, ICD-9 CM, HCPCS, OMAP "Home Grown", and RBRVS requirements; research and develop provider educational materials; and conduct provider workshops on a statewide basis. Requires a college degree, or a minimum of 5 years' experience in the health care industry. Specific knowledge of health insurance and mental health may substitute for degree if other skills are strong. Knowledge of provider MH/CD Medical Terminology, CPT, ICD-9 CM, DSM IV, OMAP specialty codes, and RBRVS coding is essential. Excellent PC skills (Word, Excel) necessary. Proficient in written, verbal communication and public speaking skills a must.
- Provider Data Consultant**  
(Job #1989)  
Working full-time in our Medical Affairs Department, you will extract data, analyze information and disseminate findings of the various benefit structure of HMO and PPO risk/non-risk and financial agreements to individuals, providers, facilities and group practitioners. To qualify, you must have Bachelor's degree in Healthcare or Business Administration, a minimum of 3 years' related work experience in the healthcare industry and a familiarity with current reimbursement approaches. Proficient presentation verbal and written communication skills a must. Experience with CPT, HCPCS, ICD 9 coding, medical terminology, NCQA requirements, SQL, SAS SYSTAT, EXCEL, ACCESS FoxPro desired. A Master's degree in Statistics or Math preferred.
- 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 number and/or title 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: (800) 231-1617 or visit our website at: [www.bcbso.com](http://www.bcbso.com)

Recruitment at (503) 986-4030 (TTY) (503) 986-3854 for the hearing impaired) or visit our web site at [www.hr.das.state.or.us/jobs](http://www.hr.das.state.or.us/jobs) for announcement and application materials. ODOT is an AA/EOE employer committed to a diverse workforce. Deadline is February 16, 1999.

**Principal Executive/Manager A Administrative Services Manager**  
Strong leadership and excellent communication skills are needed for this entry-level Administrative Manager position located in Salem. This position will provide leadership and direction to administrative staff; establish goals and objectives; develop and implement strategies, policies and systems; develop staffing plans and monitor personnel issues. This position requires four years' experience in lead work, supervision, staff-technical, or professional-level work related to administrative program management. A related Bachelor's degree or courses may be substituted for some of the experience. Salary is \$2,464 to \$3,641 a month plus excellent benefits: health insurance; paid vacation; sick and personal leaves; nine paid holidays; and full employer-paid retirement contribution. **Announcement #OCDT9016. Contact ODOT Recruitment at (503) 986-4030 (TTY) (503) 986-3854 for the hearing impaired) or visit our web site at [www.hr.das.state.or.us/jobs](http://www.hr.das.state.or.us/jobs) for application materials.** ODOT is an AA/EOE employer committed to a diverse workforce. Deadline is February 12, 1999.

**OREGON DEPARTMENT OF CORRECTIONS**  
**Accountant 2 Facilities Analyst**  
The Oregon Department of Corrections is accepting applications for a Facilities Analyst position in the Facilities Services Section located in Salem. This position administers in-debt budgetary and accounting audits of the full-range of Capital Construction, Capital Improvement, Deferred Maintenance, Community Development and regulatory compliance programs. Salary is \$2,836 to \$3,738 a month. **Qualifications are outlined on state job Announcement #LE980780. An application and announcement may be obtained through any Oregon Employment Department or call (503) 378-6013 or visit our web site at [www.doc.state.or.us](http://www.doc.state.or.us). Closing date is February 2, 1999.**

**OREGON YOUTH AUTHORITY**  
**Principal Executive/Manager D Medical Services Program Administrator**  
A Medical Services Program Administrator is needed to represent the Oregon Youth Authority in matters related to the healthcare of adjudicated youth and serve as the agency's expert on healthcare delivery systems. This position will administer the acquisition and delivery of healthcare services, including medical, pharmaceutical, dental, and mental health services and other services provided through the Oregon Health Plan. This position will also develop, implement, maintain, and evaluate systems for the acquisition and delivery of all levels of healthcare services statewide. This position is located in Salem. Salary is \$3,401 to \$4,794 a month. **For further information visit our web site at [www.hr.das.state.or.us/jobs](http://www.hr.das.state.or.us/jobs) or call (800) 375-2864. Closing date is February 8, 1999.**

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 for the hearing impaired), visit your local employment department or visit 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.