

**VP of Oregon Campus
Guide Dogs for the Blind
Boring, OR**

Lead a campus where people, dogs, and community come together to transform lives.

At Guide Dogs for the Blind (GDB), we believe everyone deserves to move through the world safely and confidently. As VP of Oregon Campus, you will serve as the organization's site steward and strategic integrator for Guide Dogs for the Blind's regional location in the Pacific Northwest creating a safe, welcoming, and inclusive environment for clients, volunteers, visitors and staff.

Reporting to the CEO, you will hold primary operational decision-making authority for the campus in matrix alignment with the organization's functional structure, directly manage local teams, and align work across departments. You will balance the campus' unique needs and culture with GDB's organizational standards, remove barriers to excellent service, and strengthen the community relationships that support our mission, continuity, and growth.

This is a **full-time, campus-based, exempt role** that includes some extended hours, weekends, and travel.

What you'll do:

- **Turn strategy into action.** Translate organizational goals into campus operating plans, balance local decision-making with organizational accountability, as well as track and report service, safety, and operational performance, risks, and resource needs.
- **Deliver consistently excellent service.** Ensure high-quality, timely services for clients, volunteers, and visitors across campus-related activities. Monitor feedback and trends, address barriers, and drive corrective action and continuous improvement.
- **Align teams across functions.** Lead daily touchpoints, weekly planning, and readiness reviews to coordinate priorities, dependencies, and resources. Coach teams, set clear expectations, and build accountability through shared goals and operating agreements while respecting functional reporting lines.
- **Guide change and uphold GDB's values.** Lead campus implementation of new processes, programs, and standards through clear communication, coordinated training, and feedback. Honor the campus' culture while modeling GDB's organizational values and behaviors.
- **Maintain safety and manage operational risk.** Promote compliance with organizational policies, safety practices, and applicable regulations. Coordinate incident response and partner with subject-matter experts to reduce risk.

- **Resolve service disruptions and sensitive concerns.** Serve as the campus escalation point, coordinate solutions with functional leaders, and ensure timely follow-up and documentation.
- **Represent GDB in the Pacific Northwest.** Serve as the primary on-site representative, build community relationships, host donors and partners as needed, and ensure campus tours and engagement reflect GDB's brand and mission.
- **Support volunteer and visitor experiences.** Partner with program leads to coordinate readiness, onboarding, communications, and day-of support.
- **Steward campus resources.** Manage operational spending within approved budgets, review invoices and contracts as assigned, and identify efficiencies while maintaining service standards.
- **Provide responsive leadership.** Support special events, peak program cycles, and emerging operational needs, and perform other duties as assigned.
- **Lead campus operations and readiness.** Oversee opening and closing routines, schedules, space utilization, vendor coordination, and facilities and IT service requests to maintain a safe, welcoming, mission-aligned campus.

What you'll love:

- Being a part of the executive leadership team, connecting with the daily work that supports GDB's mission.
- Bringing teams together to create thoughtful, consistent experiences for clients, volunteers, and visitors.
- Building community partnerships that strengthen the Oregon campus' role in GDB's future.
- Representing an organization that harnesses the power of partnerships—connecting people, dogs, and communities—to transform lives.

The qualifications you'll need:

- Bachelor's degree or an equivalent combination of education and experience.
- At least 10 years of progressive operational leadership experience in a campus, hospitality, healthcare, higher education, nonprofit, or similarly complex, service-oriented environment.
- Demonstrated ability to lead through influence in a matrixed organization, aligning teams with and without direct reporting authority.
- Demonstrated ability to be a collaborative partner
- Strong operational judgment and proven experience with incident response, safety practices, and service recovery.
- Experience building community relationships and representing an organization with professionalism and credibility.
- Ability to manage budgets, vendor relationships, and operational planning.
- Excellent written, verbal, and interpersonal communication skills, with the ability to engage diverse stakeholders.
- Proficiency with Microsoft 365, collaboration tools, and basic reporting and analytics.

- Valid driver's license and ability to meet applicable driving requirements.
- Preferred experience in a mission-driven organization supporting people with disabilities and/or service animal programs.
- Formal training or certification in operations management, project management, or continuous improvement.
- Experience overseeing multi-site operations or a satellite or remote campus.
- Familiarity with visitor programs, volunteer operations, and donor-facing environments.
- Ability to travel to the CA campus as needed (approximately 7 times per year), as well as attend occasional evening or weekend events.

Apply Link: <https://app.jobvite.com/j?cj=oXXWAfwa&s=ADI>

Guide Dogs for the Blind

At Guide Dogs for the Blind (GDB), we believe that everyone deserves to move through the world safely and confidently – to live the life they want to live. As the largest guide dog school in North America, we have graduated more than 16,000 guide dog teams from across the U.S. and Canada since our founding in 1942. GDB not only improves mobility for our clients, we further inclusion. Join our team of more than 300 employees and share your passion for our mission.

At Guide Dogs for the Blind, we respect, value, and appreciate all differences. We welcome all qualified candidates irrespective of your race, color, religion, sex, gender identity or expression, sexual orientation, national origin, marital status, genetics, disability, age, or veteran status. Individuals with disabilities, especially those who are blind or visually impaired, are encouraged to apply. If you have a disability and need assistance and/or accommodation with applying for a job, please feel free to contact our Human Resources department.

Salary Range: \$162,000 - \$180,000