



Executive Search Services

NOTICE OF VACANCY OPPORTUNITY

Invites applications for the position of SUPERINTENDENT



The Southern Oregon Education Service District Board of Directors is seeking an experienced instructional leader and knowledgeable administrator who understands the unique needs and challenges of an education service district to serve as superintendent beginning July 1, 2025. The successful candidate is committed to building and sustaining programs that contribute to all students' success, working with regional leaders and government agencies, and leading with honesty, integrity and transparency.

Location: Medford, Oregon | **Enrollment:** 45,000 students

Salary: \$188,000 to \$208,000 annually, plus benefits

Closing Date: March 31, 2025 | **Start Date:** July 1, 2025



The Position

The successful candidate must **hold or qualify for an Oregon administrator license.**

OUT-OF-STATE CANDIDATES

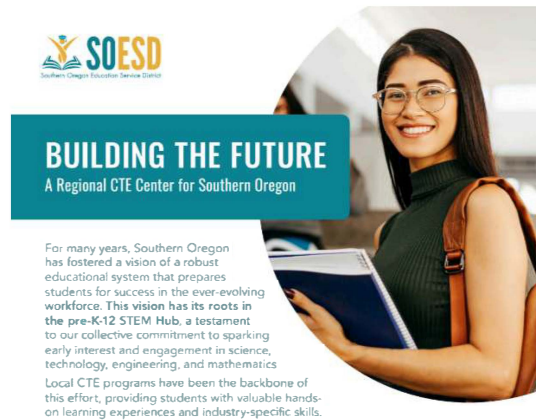
To ensure eligibility for an Oregon administrator license, direct inquiries to:
Oregon Teacher Standards and Practices Commission (TSPC),
Phone: 503-378-3586 | Fax: 503-378-4448 | www.tspc.state.or.us

The successful candidate will also have the following personal and professional qualities:

- High degree of integrity and honesty with strong core values.
- An accomplished communicator who is personable and approachable; culturally competent; respectful of all groups and understands and values different perspectives.
- A knowledgeable leader who understands the unique needs and challenges of the ESD.
- Proven ability to make tough decisions, when necessary, with transparency and consistently follows through.
- Proactive organizational leader with a track record of collaboration.
- Leads by putting kids first; committed to the success of all students and willing to continue the building and development of programs that ensure student success.
- Highly engaged with district and regional leaders; effectively advocates for state and federal funding to support districts.

- Knowledgeable about Oregon educational laws and policy regarding ESDs; demonstrates sound fiscal management and strong budgeting skills; well organized.
- Keeps an open mind, has a good sense of humor, and can listen authentically.
- An experienced instructional leader with a background in teaching and building administration and strong academic credentials.
- Ability to build and sustain strong, effective family, community, and regional partnerships that impact student success.

The Service District



The **Southern Oregon Education Service District** serves approximately 45,000 students in Jackson, Josephine and Klamath counties. Our 13 component districts have 120 schools. The ESD has a general fund budget of \$106 million, with 90 licensed employees, 146 classified employees, five confidential employees and 31 administrators. The ESD's core services include partnering with districts to deliver special education services, providing school improvement services such as professional development and student career and technical education programs, and supporting school district offices with administrative services. We also offer informational technology, instructional support and home and alternative learning services.

To learn more about Southern Oregon Education Service District, visit the [**Southern Oregon Education Service District website**](#)

The Community

The Southern Oregon Education Service District is headquartered in **Medford** but covers roughly 10,600 square miles full of mountains, lakes, rivers and ocean beaches for outdoor activities among natural wonders. Medford is a city of 85,000 in southern Oregon along Interstate 5. The city boasts the Craterian Theater with plays, musicals and concerts. Wineries dot the surrounding area, and nearby Ashland offers the annual nationally renowned Oregon Shakespeare Festival.

For more information about the area visit:

[City of Medford website](#)

[Chamber of Medford and Jackson County website](#)

Search Calendar

March 31, 2025

Close Applications

- **April 2-7**
Review Applications
- **April 8**
Begin background checks
- **April 9-11**
Conduct initial interviews
- **April 17-18 (TBD)**
Finalist forum in district
- **April 30**
Announce selection

July 1, 2025

Begin employment

Application Requirements

- Completed Application form
- Current resume
- Cover letter of interest
- 3-5 current letters of reference
- Copy of administrator license or proof of eligibility to obtain
- A statement about how you meet the qualities and qualifications set by the Board (in narrative form, no longer than 500 words)

Equal Opportunity Employer

Southern Oregon Education Service District provides equal opportunities in employment and does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, age, marital status, veteran status, genetic information, or disability in accordance with state and federal law. Consistent with the Americans with Disability Act (ADA), applicants may request accommodations needed to participate in the application process by contacting Vince Adams at 1-800-578-6722.

How to submit an application

Application packets are submitted at the link below.

All applicants will submit a candidate profile (completed when you create your Revelus account) and a completed application, as well as upload the other application material documents to the application portal.

The application packet must be submitted by 5 p.m. Pacific Time on March 31, 2025.

Click here to submit your Southern Oregon Education Service District Superintendent Application



More information regarding the position and the application process, contact:

Reggie Glenn, OSBA Board Development
administrative analyst

rglenn@osba.org | 1-800-578-6722 | 503.588.2800



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