This position reports to the Performance Management Program Director of the Partnership and will assist with the implementation of our mission by providing expert consultation internally and with partner agencies in the design, implementation and continual improvement of a performance management system for the Action Agenda.

VISION
Puget Sound is a healthy, sustainable ecosystem that supports the prosperity of present and future generations.

MISSION
To lead a science based, results driven, publically embraced partnership to implement the Action Agenda for the restoration and protection of Puget Sound.

The Puget Sound Partnership was established as a state agency by the 2007 Legislature and the Governor to develop and implement an aggressive action agenda for restoring the health of Puget Sound by 2020. The Partnership is a dynamic organization charged with taking a collaborative and accountable approach to accomplishing its mission. It relies on the contributions of a variety of entities, including state, local, federal and tribal governments, community and environmental organizations, businesses, watershed and salmon recovery groups. To achieve its mission the Partnership must successfully engage the public in Puget Sound restoration efforts. The Partnership’s work will require creativity, innovation and a wide variety of tools and approaches to engage individuals and groups throughout the region in the stewardship and recovery of Puget Sound. More information on the Partnership is available at our website: www.psp.wa.gov.

POSITION OVERVIEW AND GOALS
Central to the mission of the Puget Sound Partnership is the use of goals, performance measures and data to align Action Agenda science, policy, public outreach and budgeting activities with the Governor’s objective of restoring the Puget Sound ecosystem to health by 2020. The senior performance analyst will play a pivotal role in designing the Partnership’s performance management system, providing training, support and consultation to professionals inside the Partnership and working in our partner agencies throughout state, federal, local and tribal governments as well as among our private sector partners and Non-Governmental Organization community to adapt their practices to help them contribute to and continually learn from the information generated from the Partnership’s performance management system.

PRINCIPAL RESPONSIBILITIES
• Coordinate the work of the Performance Management Analyst and Performance Data Manager.
• Performance Management team lead for implementation of Open Standards for the Practice of Conservation for the Action Agenda at both the regional and local scales.
• Performance Management team contact with the Governor’s Management Accountability and Performance office and analysts.
• Develop business requirements in coordination with the Chief Information Technology Officer and Performance Data Manager.
• Collaborate with the Science Manager, Performance Manager and Monitoring Manager in the development of an adaptive management process for the Action Agenda.
• Consult on development of performance measures for the Action Agenda with state agencies, federal agencies, tribes and local governments. Provide training as needed.
• Consult on development of internal Governor’s Management Accountability and Performance Office’s performance measures for PSP based on its strategic plan.
• The performance management analyst will track the deployment and alignment of performance management activities throughout the community of partners implementing the Action Agenda, keeping abreast of other practices, management systems and information systems that PSP will need to integrate into its emerging system.
• Collaborate with the Performance Manager in development of the State of the Sound performance report.
• Support the Partnership’s response to the Joint Legislative and Audit Review Committee, the United States Environmental Protection Agency and other external reviewers of the agency.
• Participate in analysis, interpretation and communication of performance data.
• Coordinate with peers from other Large Aquatic Ecosystem programs and other similar efforts to benchmark practices and systems for the purpose of bringing best practices to the Partnership.
• Oversee contractors.
• Manage grants.
• Performance Management liaison for designing, building and implementing PartnerNet.

DIVISION OF RESPONSIBILITIES
• Working with state agencies, federal agencies, local governments and tribes on performance measure development, use of logic models/results chains and reporting of data to the Partnership. Includes quality control activities associated with the deployment of Open Standards (40%).
• Developing and continually updating the business requirements for the performance management system and associated information technology solution to include data standards, data dictionaries, operational definitions of performance measures and documentation of logic models/results chains (20%).
• Integrating and coordinating the contributions of associated staff (15%).
• Supporting data collection, aggregation, analysis and interpretation (15%).
• Benchmarking, tracking other systems and other duties as assigned (10%).

KNOWLEDGE, SKILLS and ABILITIES
All candidates must demonstrate:
• Knowledge of performance management principles and effective use of logic models.
• Experience in implementing Government Management and Accountability Program or similar programs at a state agency, federal agency or local government.
• Experience in developing and implementing performance measurement management systems.
• Experience in effectively communicating to senior executives, agency staff, stakeholders and the public.
• Knowledge of natural resource and environmental issues related to the recovery of Puget Sound.
• Performance measures and change management principles and practices.
• Skills in developing curriculum and delivering effective, targeted trainings.
• Data and information management practices to support evaluation, adaptive management and accountability.
• A high level of analytical skills.
• Ability to work cooperatively and effectively with a diverse group of agencies, governments and stakeholders.
• Ability to work cooperatively and effectively with scientists, planners, practitioners and policy makers.
• Ability to work effectively both independently and as part of a team.
• Knowledge of state government budgeting and fiscal processes.
DESIRABLE EDUCATION AND EXPERIENCE
The successful candidate will:

- A Bachelor’s degree in public administration, business administration, public policy or closely allied field.
- A minimum of two years professional experience in quantitative analysis, budget development, performance measure development or performance management.
- Experience in working with Microsoft Office products (Word, Excel and PowerPoint) as well as knowledge of the state Fasttrack and Ad hoc Query tools.
- Graduate level degrees or course work in public administration, business administration, public policy or closely allied field.

COMPENSATION
Salary is dependent on experience, not to exceed $82,000 annually. This position serves at the pleasure of the Executive Director. Washington State has a generous benefit package including health, dental and life insurance, retirement, and an optional deferred compensation program. You may go to www.hca.wa.gov for health benefit information and www.drs.wa.gov for retirement benefit information.

APPLICATION PROCESS
Send information as soon as possible, this announcement will close as soon as a sufficient number of qualified applications are received. Electronic submittals are encouraged (in PDF format). Please send your complete information to: applications@psp.wa.gov and reference Senior Performance Management Analyst in the subject line. If electronic submission is not an option, please send a letter of interest describing relevant qualifications, a detailed résumé, and names of three professional references with current contact information. Please send your complete information to:

Jennifer Eberle
Puget Sound Partnership
326 East D Street
Tacoma, WA 98421

Applications will be screened and only those candidates who most closely meet the desirable education, skills, knowledge, and abilities will be interviewed. If you need additional information please call 360.464.1231.

Application Deadline: This recruitment is open until filled. We reserve the right and may exercise the option to make a hiring decision at any time. Therefore, we encourage you to submit your application materials as soon as possible. By submitting materials, you are indicating that all information is true and correct. The state may verify information. Any untruthful or misleading information is cause for removal from the applicant pool or dismissal if employed. The Partnership may hire only those who are legally authorized to work in the United States.

The Puget Sound Partnership is an Equal Opportunity Employer. Persons of disability needing assistance in the application process, or those needing this job announcement in an alternative format may call (800) 833-6388.