

Organizational Learning Intern



College to County Intern 2022 - Department of County Management

JOB TITLE: Organizational Learning Intern

DURATION: Summer 2022

SALARY: \$20.00 hourly (30 - 40 hours per week, Monday-Friday)

LOCATION: Virtual and Multnomah Building (501 SE Hawthorne Blvd, Portland, OR)

OVERVIEW

Organizational Learning is a division in the Department of County Management. Their role is to help Multnomah County be responsive to future changes. They do this by:

- Adapting to the changing needs of our workforce through continuous learning and creating a culture that is ready to effectively respond to changes, needs, and opportunities.
- Leading the organization in effectively embracing our Core Competencies and growing leadership internally at all levels.
- Learning and teaching new skills and capabilities to enable employees to excel throughout their careers.

Organizational Learning is seeking an intern to join their diverse and collaborative team and help create new learning opportunities that contribute to an equitable, inclusive, and racially just work culture.

INTERNSHIP DESCRIPTION

You will be responsible to:

- Create a new course that will help Multnomah County staff learn more about our core competencies such as Promoting Equity, Racially Just, Building Relationships, or Outcomes Oriented.
- Research the latest developments related to course design that will help make our learning opportunities more accessible for current and future staff. For example, the use of multimedia, online platforms, and adaptations for in-person classroom learning.
- Update the team's online hub of learning resources to better reflect diverse representations of race, culture, gender, and ability.

Organizational Learning will set you up for success by:

- Working with your strengths and growth interests (e.g., facilitating, presenting, planning, and strategizing).
- Coordinating a project with you that will be mutually beneficial for you and Multnomah County.
- Matching you with a liaison who will regularly check in with you.
- Connecting you to key staff who can help deepen your understanding about public service, Multnomah County, and the field of learning and development.

A successful candidate will have the following minimum qualifications:

- Commitment to promoting equity and becoming racially just.
- Experience with collaborating with people of diverse backgrounds toward positive project outcomes.
- Experience with managing a project from start to finish.
- Ability to work independently via a remote/virtual environment.
- Familiarity with Google Suite (e.g., Gmail, Calendar, Meet, Drive, Docs, and Slides).

COVID-19 Vaccination Requirement: To protect the health of the community and employees, Multnomah County requires employees to be fully vaccinated against COVID-19 or have an approved medical or religious exception as a qualification of employment.

The rule applies to all employees, as allowable by law. Candidates who receive an offer of County employment must provide proof of vaccination upon hire or submit an exception request prior to their start date.

Veterans' Preference:

Under Oregon Law, qualifying veterans may apply for veterans' preference for this recruitment. Review our [veterans' preference website](#) for details about eligibility and how to apply.

For veterans qualified for Veterans' Preference: If you believe you have skills that would transfer well to this position and/or special qualifications that relate to this position, please list those skills and/or qualifications.

Diversity and Inclusion: At Multnomah County, we don't just accept differences; we value it and support it to create a culture of dignity and respect for our employees.

We are proud to be an Equal Opportunity Employer. We evaluate qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran or protected veteran status, genetic information and other legally protected characteristics. The [EEO is the Law poster](#) is available for your reference. Multnomah County is a VEVRAA Federal Contractor. We request priority protected veteran referrals.

Accommodation under the Americans with Disabilities Act: We gladly provide reasonable accommodation to anyone whose specific disability prevents them from completing an application or participating in this recruitment process. Please contact the recruiter below in advance to request assistance. Individuals with hearing or speech impairments may contact the recruiter through the Telecommunications Relay Service by dialing 711.

Application Instructions:

Please fill out and submit an application for this position through the form also located on this [website](#). The deadline for submitting an online application is April 3, 2022.