



About ODOT

- In 1913, the legislature formed the State Highway Commission giving them the mandate to, “Get Oregon out of the mud!”
- Started with 25 miles of paved roads, now we maintain:
 - 19,000 lane miles
 - 2,777 bridges
 - 1,871 miles of barrier and guardrails
 - 179,000 signs
 - 1,100 facilities

Divisions

Additional Offices: Audit Services, Interstate Bridge Replacement Program



Support Services

- Human Resources
- Information Services
- Facilities
- Procurement
- Data Solutions
- Employee Safety



Social Equity

- Equity & Civil Rights



Revenue, Finance & Compliance

- DMV (Driver and Motor Vehicle Services)
- Commerce & Compliance
- Finance & Budget



Government & External Relations

- Government Relations
- Communications
- Business Management
- Transportation Commission Administration



Operations

- Delivery & Operations
- Policy, Data & Analysis
- Public Transportation
- Urban Mobility

Mission:

ODOT provides a safe and reliable multimodal transportation system that connects people and helps Oregon's communities and economy thrive.

Vision:

ODOT works together to be a recognized leader in transportation, an employer of choice in our local communities, and well positioned to deliver transportation solutions for Oregon's future.

Values:

These principles inform decision making and guide our behavior in working with each other, our partners and the communities we serve:

INTEGRITY: We are accountable and transparent with public funds and hold ourselves to the highest ethical standards.

SAFETY: We share ownership and responsibility for ensuring safety in all that we do.

EQUITY: We embrace diversity and foster a culture of inclusion.

EXCELLENCE: We use our skills and expertise to continuously strive to be more efficient, effective and innovative.

UNITY: We work together as One ODOT to provide better solutions and ensure alignment in our work.

Benefits

Medical, Vision and Dental Insurance ([PEBB](#))

- 95%-99% of benefits paid by employer

Paid Leave Benefits

- Sick leave – 8 hours a month with no maximum accumulation
- Vacation leave – Starts at 8 hours, increases after every 5 years
- Personal business leave – 24 hours each fiscal year
- Governor’s Day leave – 8 hours, can be used any day
- Eleven paid holidays a year

Retirement Benefits ([PERS](#))

- Public Employees Retirement System/Oregon Public Service Retirement Plan
- Employer paid benefits and/or contribution program defined by collective bargaining agreement or policy

Wellness and Work-Life Balance

- Flexible Work Schedules
- Remote Work Opportunities
- Mental Health Focus and Counseling
- Health and Wellness Programs

Optional Benefits ([PEBB](#) & [OSGP](#))

- Term-life insurance (employee, spouse or domestic partner, and dependents);
- Long-term and short-term disability
- Accidental Death and Dismemberment
- Long-term care (self and eligible family members)
- Flexible spending accounts
- Option to enroll in the Oregon Savings Growth Plan, a deferred compensation program offering a wide variety of investment options

Recruitment Process

1. Apply for a Job - www.odotjobs.com

- Read the job posting. Make sure your application clearly states how you meet the minimum qualifications, special qualifications and “what we’d like to see” attributes.
- If in the “How to apply” section it states a cover letter is needed, upload a cover letter in the “Resume/CV” or “Resume/Cover Letter” section of your application.

- **Attach a cover letter.** Your cover letter should clearly demonstrate how your experience and training relates to the qualities that you have under the “what we’d like to see” section above.

- You cannot update or revise your application after the deadline (unless it’s an open until filled recruitment).
 - **Open until filled** – we will begin screening applications after the listed deadline date but the job posting will remain open until the position is filled. There’s no guarantee we will review applications received after the listed deadline, but we encourage you to apply if you’re interested!

Our first application screening is scheduled for **9:00 a.m. on Monday, October 30, 2023**. We encourage interested applicants not to delay in applying.

- After submitting your application, please complete the tasks that generate in your Workday inbox.

Veterans' Preference In Employment

1

After submitting your application, you will be prompted to indicate your veteran status.

For privacy reasons, please do not attach your DD214/DD215/civil service preference letter to your application or combine it with any other required document attachments.

2

If requesting preference, recruiters will check to see if you've been awarded points in the past.

If not, a task will be sent to you via **Workday** to upload your veteran preference documents. It will not send an email, so please check Workday occasionally.

3

If you have any questions, contact the recruitment consultant listed in the specific job you are applying for listed under the "Need help?" section of the announcement.

Recruitment Process

2. Application Review

- Recruiters will review applications for minimum and special qualifications after the listed deadline date. Once they've reviewed all applications, they will send emails to candidates letting them know if they've been moved forward or declined. *Sometimes these emails accidentally get filtered into junk or spam folders.*
- Hiring teams will score applications for the “what we'd like to see” attributes and use those scores to determine whom to interview.

3. Interviews

- Video, virtual, by phone and/or in-person.
- Each recruitment will have a different interview process and number of interviews.

4. Hiring

- Reference checks, pay equity assessment, pre-employment checks, offer letter and other paperwork completed.
- Candidates who aren't selected for the position will be notified in writing within 5 days of the position being filled.

Questions?

- ✓ Want to get notified when we post new jobs?
 - [Subscribe to our weekly email and/or text!](#)
 - Setup job alerts to be notified about specific positions:
 - [External Candidates](#)
 - [Internal Candidates](#)
- ✓ Interested in more workshops or tips for applying with the state?
 - [WorkSource Oregon Workshops](#)
 - [Resources for job seekers](#)

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**ODOT
Recruitment**



SCAN ME

Open the Camera app on your smartphone. Point and focus the camera on the QR code. Tap the notification or button that appears.

**Oregon
Department
of Transportation**

The graphic features a QR code for recruitment, set against a background of a scenic road winding through a forested mountain landscape. The ODOT logo is positioned at the bottom right of the graphic.