

General Manager Executive Search

Executive Board Session, June 15, 2022

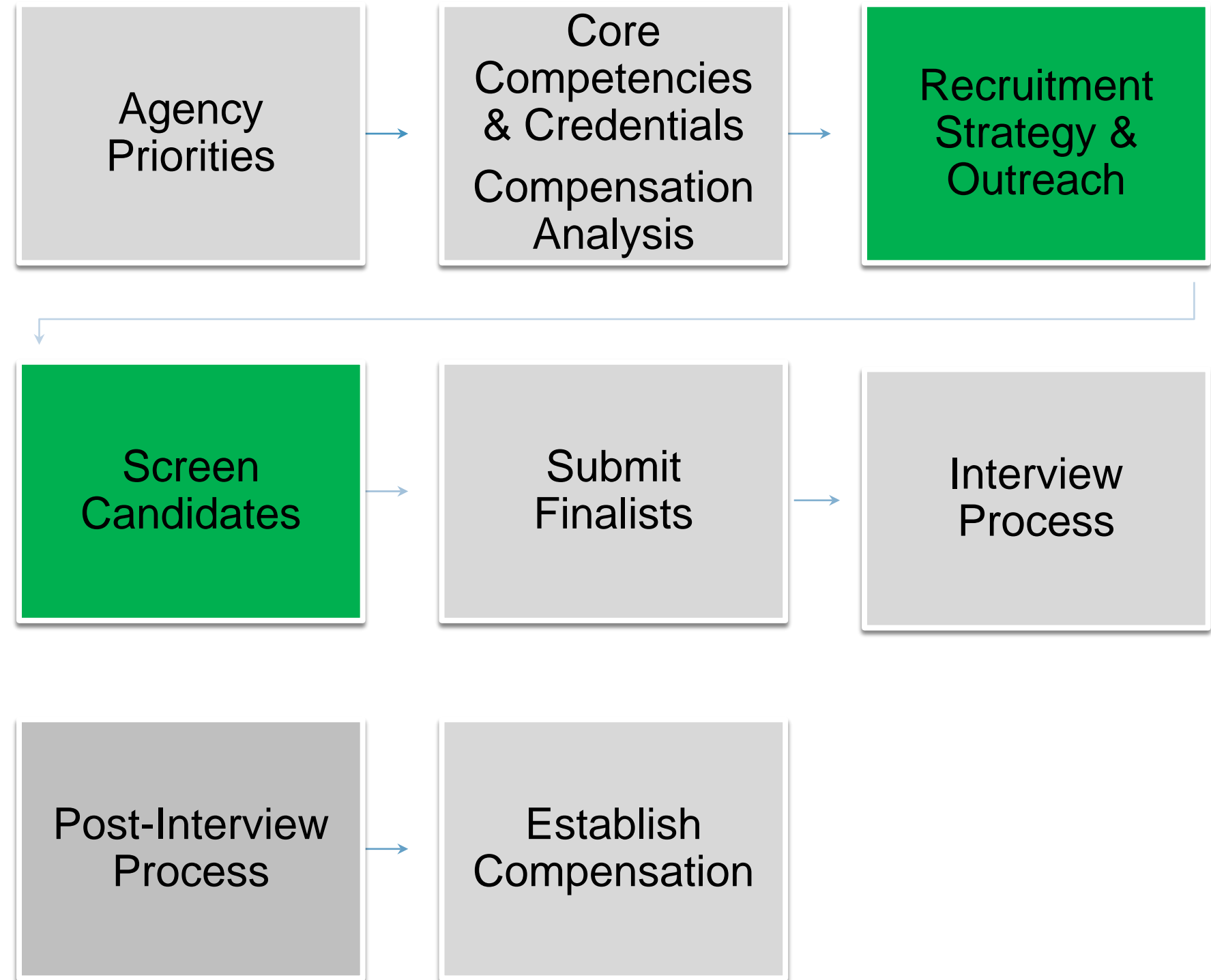


Agenda

- Project Overview
- Job Description/Key Themes
- Interview Process
- Overall Feedback
- Revisiting Compensation
- Next Steps

Project Overview & Approach

Our approach to recruitment of qualified candidates ensures that we achieve alignment with Executive Management in order to deliver the most suitable individuals with the right mix of experience and skills.



Stakeholder Engagement Sessions

Key Attributes

- Engaging
- Collaborator
- Authentic
- Flexible/Adaptable
- Strong communicator and listener
- Effective change management leader
- Community Leader
- Strategic thinker
- Respectful
- Strong sense of community value
- Passionate about transportation and what it could be in the future

Stakeholder Engagement Sessions

Attendees: Mayor, Congress, City Manager,
Community Director

Engagement Sessions = 11

Job Description: Key Themes




- ✓ Passion for mobility and public transportation
- ✓ Proven commitment to diversity, equity, and inclusion in policy and practice
- ✓ Background with urban experiences
- ✓ Previous experience managing a large budget; public money etc.
- ✓ Proven experience with multi-jurisdiction communication and partnerships
- ✓ Has worked within a medium sized community



- ✓ Ability to drive and lead change
- ✓ Someone who is adaptable and flexible
- ✓ Strong Leadership experience/background
- ✓ Engaging but also authoritative
- ✓ Organized, thoughtful, good listener
- ✓ Forward-thinking ability to see the big picture

Job Description: Key Themes

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- ✓ Strong ability to **communicate** at all levels
 - ✓ Strong **collaborator** within community engagement and board of directors
 - ✓ **Engagement** within the community
 - ✓ Understands how to **manage/direct up as well as back down** to community, employees etc.
 - ✓ Knows how to **manage and support board of directors**
 - ✓ Must be prepared to **be the face of the district** upholding a certain standard
 - ✓ **Maintaining and forming relationships** at all levels of the organization and the community

Overall Feedback

Compensation Range Recommendation

\$170,000



\$220,000

**Establish Base
Compensation in
Salary Negotiation**



**Establish Incentive
Compensation**

Candidate Must Have/What did we learn?

- ✓ Strong Leader
- ✓ Great communicator
- ✓ Good fit culturally
- ✓ Transit Background is most desirable
- ✓ Innovative Ideas/creative solutions
- ✓ Confident & Direct
- ✓ Community Leadership & Engagement

Interview Process

Interview Process

What might we
do differently
next time
around?

TransPro conducts:

- Screening interview
- In-depth interview with selected candidates
- Background, reference, and social media checks
- 1-5 candidates referred to LTD Board for review

LTD Process:

- Stakeholder Sessions
- Employee Sessions
- Director Sessions
- Peer Group Sessions
- Final Interview with the LTD Board
- Is there anything the Board would like to do differently with the on-site interview process?

Next Steps

- . Repost/Refresh & Revamp Job Ad
- . Curate through TransPro Network
- . Connect with those interested and conduct phone screens
- . 2-4 weeks of recruiting, sourcing, screening
- . Next batch of candidates around end of July

Questions?