

POSITION DESCRIPTION

PRIVATE & CONFIDENTIAL

EXECUTIVE DIRECTOR INLAND PORT AUTHORITY



UTAH INLAND PORT

McDERMOTT & BULL
Executive Search

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ORGANIZATION OVERVIEW

POSITION TITLE: Executive Director

REPORTING TO: Board of Directors

LOCATION: Salt Lake City, UT

WEBSITE: www.utahinlandport.org

“In 1848, the opening of both the Illinois and Michigan Canal and the Galena & Chicago Union Railroad marked the start of Chicago’s explosive growth as THE major transportation hub of “the West” (at the time). Utah’s Inland Port initiative and the state’s central location in the contemporary West will help drive not just growth but modern, sustainable growth in the state and the region for the next 100+ years. The Port Executive Director will play a central role in this process, leveraging the state’s commitment and resources to achieve this ambitious vision.”

Derek Miller – Chairman of the Board, Utah Inland Port Authority

BACKGROUND

The Utah Inland Port Authority was created during the Utah 2018 General Session (SB0234) and amended in HB2001 in July 2018. The Port Authority is located in the northwest section of Salt Lake City, near the Salt Lake City Airport. It is governed by an eleven member politically appointed board responsible for managing the affairs and conducting the business of the Authority and establishment of Authority policy.

The Utah Inland Port Authority will pursue development strategies, policies and specific objectives designed to maximize long-term economic benefits to the area, the region, and the state. It will work to support the creation of high-quality jobs, while maintaining respect for, and sensitivity to, the unique natural environment of areas in proximity to the authority jurisdictional land. The Authority will work to be a catalyst for the

region’s next wave of economic growth while focusing on improving air quality and minimizing resource use.



Final Utah Inland Port Authority boundaries



UTAH

The State of Utah has a strong economy. In its July 2018 employment report, Utah’s nonfarm payroll employment grew by an estimated 3.9 percent, adding 57,100 jobs since July 2017. Utah’s current employment level registers 1,510,700. The largest private sector employment increases were in trade, transportation, and utilities, with 14,100 jobs in education and 7,700 in health services.

U.S. Bureau of Labor Statistics (BLS) for July 2018 data shows Utah is ranked No. 1 for total U.S. job growth at 3.9 percent. In addition, Utah is ranked No. 2 for private sector job growth at 3.9 percent. The state is ranked No. 12 in national unemployment levels at 3.1 percent, tied with South Dakota and Virginia. Salt Lake City is the beating heart of this dynamic and vibrant state.

BOARD OF DIRECTORS



Derek Miller, Inland Port Board Chair & Salt Lake City Chamber of Commerce President



James Rogers, Inland Port Board Vice-Chair & Salt Lake City Council Member

Carlos Braceras – Executive Director, Utah Department of Transportation

Nicole Cottle – Deputy Mayor, West Valley and Assistant City Manager

Ben Hart – Deputy Director, Governor’s Office of Economic Development (GOED)

D. Gregg Buxton – Utah State Senator

Lara Fritts – Salt Lake City Economic Development Director

Michael Jensen – Salt Lake City Council Member

Stuart Clason – Salt Lake County Economic Development Director

Francis Gibson – Majority Leader, Utah House of Representatives

Garth Ogden – Sevier County Commissioner

THE OPPORTUNITY

The Executive Director of the Utah Inland Port Authority will play a central role in the next wave of explosive, modern, sustainable economic growth in a region perfectly positioned to take advantage of its unique location as well as its exceptional human capital, physical and economic assets. If the idea of playing a leadership role in a start-up global trade organization sounds intriguing, perhaps you are the right candidate for this opportunity.

Working with a respected Board of Directors, the Executive Director’s duties and responsibilities will involve developing and pursuing strategies and objectives that maximize long-term economic benefits to the region and state. Under the leadership of the Executive Director, the Authority will work diligently to enhance opportunities for Salt Lake City and surrounding communities, mitigate any potential negative impacts and respect existing land use and other agreements as well as arrangements between property owners within the Port Authority jurisdictional land boundaries and applicable governmental authorities. The Executive Director will promote and encourage development and uses that are compatible and complementary with areas in proximity to the authority jurisdictional land. She/he will develop, recommend and implement open and transparent policies and procedures and apply the Port Authority’s strategic location and other features that make the Port Authority’s





land attractive to business that engage in regional, national, or international trade and business the complement businesses engaged in regional, national or international trade.

The Executive Director is a high-profile position, which involves regular contact with the public and requires exceptional interpersonal communication skills, tact, judgment, flexibility, and the ability to act as a representative of the organization. The selected individual will be politically savvy and fully support the Board of Directors. The ideal candidate will possess the capacity to be an effective mentor and leader for staff and have a demonstrated track record of setting a positive example of competence, professionalism, trust, enthusiasm, and work ethic. A team player with a

collaborative management style will be successful in this position.

As a start-up organization, it will be incumbent upon the successful candidate to assist in building a business plan, identify needed staffing resources and develop a budget, including a sustainable revenue model necessary to implement the plan. In FY2018 the State of Utah legislature approved \$1MM in operational funding and an additional \$475,000 for consulting services to develop the business plan.



A strong commitment to transparent communication, trust, and positive interaction with staff and community stakeholders is essential. A smart, adaptive leader who is not risk averse is strongly desired.

MISSION CRITICAL OBJECTIVES (FIRST 12 MONTHS)

- Build relationships and trust with current and future partners as well as key stakeholders in the Port initiative. Turn opponents into proponents, and proponents into partners.
- Through a thoughtful public engagement/envisioning process, help shape and build public support for, as well as ensure that public input informs, the Port mission, vision and implementation strategy.
- Successfully leverage loaned staff resources and begin to build the team to execute the Port’s mission.
- Set the stage for the Port’s long-term local, regional and state-wide success.

SCOPE OF RESPONSIBILITY

The Executive Director, working with the Board, will lead the Inland Port Authority in an effective, inclusive effort to achieve its mission and vision. She/he will:

- Fulfill the public purpose of working with applicable state and local government entities, property owners and other private parties, and stakeholders to encourage and facilitate development of the authority jurisdictional land to maximize the long-term economic and other benefits for the state.

- Consistent with the strategies, policies and objectives developed and refined with the Board and other stakeholders, develop and guide Port uses on the Authority’s jurisdictional land and the development of infrastructure to support those uses.
- Build and lead the team necessary to fulfill the Port’s mission and vision.
- Work closely and collaboratively with a diverse group of stakeholders to unit them around a shared vision, gaining their trust and support in this historic effort.

A Strategic Location



SKILLS & EXPERIENCE REQUIRED

The Executive Director must be an innovator with strong leadership skills along with understanding and experience in the creation and launch of a new entity. He/she will have a minimum of 7-10 years of executive level experience with a successful track record in an economic development related field, or progressively responsible experience managing in a port or government environment. That track record will include at least five years as a leader working with a public agency, port authority or private sector organization dealing with terminal operations, logistic and/or goods movements, surface transportation, or world trade. The candidate will have experience in budget, land use and economic development, port management, logistics, supply chain, project management; and experience working with other localities to accomplish goals for the community, region, and state. Candidates with experience in managing large and complex organizations with significant capital and infrastructure investments outside of the port environment will be considered.

- Demonstrated skills:
 - Building strong relationships with business, local communities and neighborhoods as well as with political and other stakeholders.
 - Working successfully to bring stakeholders together in a challenging environment.
 - Incorporating diversity, equity, and inclusion into business principles and practices.
 - Proven experience and success in managing and resolving complex issues in the areas of economic development, land use, redevelopment and revitalization, transportation, and public work and environmental services, plus demonstrated experience collaborating across all areas of local government is preferred.
- Ability to:
 - Help shape and achieve consensus around a far-reaching mission and vision and the goals, objectives, and tactics to ensure they are achieved.

- Communicate effectively and credibly with diverse audiences, including news media, communities, and large event gatherings.
- Multi-task on a broad range of complex issues at any given time and make effective decisions by segmenting and sorting through vast quantities of informational inputs and variables.
- Working knowledge of:
 - Creating and executing business strategies in public and private-sector organizations.
 - Commercial real estate development strategies, planning and execution.
 - Working in mission-driven organizations.
 - Regional, national and global multi-modal transportation.
- Advanced knowledge of:
 - Public entity, small business and large business leadership interface and support.
 - Navigating successfully in a highly visible regional leadership position.
 - Creating and managing a small organization designed to leverage effective partnerships with peer organizations and stakeholders.

MANAGEMENT STYLE & PERSONALITY ATTRIBUTES

- Strives to live with the highest level of integrity, character and humility.
- Approachable leader with exceptional communication, interpersonal skills, and diplomacy.
- Willingness to learn from and leverage the Board and the State's extensive existing resources.
- Accountable leadership through responsibility and ownership.
- Thrives in a fast-paced environment of innovation, team work and collaboration.
- Acclimates well in the complex environment.
- Visionary leader energized by the opportunity to create and execute a bold vision from the ground up.
- Multi-tasker with the ability to prioritize and take on many projects.
- Responsive with a calm sense of urgency and action.
- Team builder, comfortable leading a small team and leveraging partnerships.

EDUCATION REQUIRED

- Bachelor's degree in public administration, government, business management, or a closely related field
- Preferred qualifications include a master's degree

ABOUT OUR FIRM

McDermott & Bull (www.mbexec.com) is a retained executive search firm headquartered in Irvine, California. The firm serves publicly and privately held clients in a variety of industries and functions in all segments of human capital to align talent strategies with business strategies. The principals of McDermott & Bull have developed expertise in a wide array of fields, making the company one of the largest executive search firms in California and among the top 50 based in North America.

YOUR PROJECT TEAM

As your talent acquisition partner, your search project will be led by two highly-experienced executive search professionals, which include Craig Sabina (Principal Consultant) and Jeff Black (Partner). A dedicated team of research and recruiting associates, including Denae Bluethmann (Vice President of Recruiting & Development) and Jason Pinegar (Associate Principal Consultant), will also contribute to the successful completion of this search. Collectively, this team will provide a high-level of service, accountability and efficiency for the organization to make a sound and successful candidate selection.



Craig Sabina, Principal Consultant. Craig, who is based in Hailey, Idaho is a Principal Consultant with McDermott & Bull. He and Rod McDermott lead the firm's Aviation & Aerospace Practice. He is also charged with expanding the company's business in the Pacific Northwest across its many areas of industry expertise. Craig is a long-time entrepreneur, first with two partners in the publishing business, and for the last 20 years as CEO and owner of Summit Projects, a digital marketing and product design firm. He has hired literally hundreds of employees and contractors, ranging from COO-level team members to specialized contract vendors. He understands intimately the craft of building and running a business, having generated more than \$60,000,000 in sales over the last two decades at Summit. Through his work with Nike Golf (and half a dozen other Nike divisions), Xerox, Columbia Sportswear, Swiss Army Brands, AOL/Times Mirror, Norwegian Cruise Lines, Oregon Health Sciences University, Bandon Dunes, Honeywell, Bendix King and dozens more, Craig brings deep experience helping major companies achieve complex objectives in rapidly-evolving business environments. While his firm has been legendary for producing exceptional digital brand experiences, what has always inspired him above all else has been building, and helping others build, exceptional high performance teams.

Craig serves as Honorary Civilian Commander to the 142nd Fighter Wing based in Portland, Oregon and on the Experimental Aircraft Association Education and Innovation Foundation Board. Over the years, Craig has supported and/or served on the Boards The 7/24 Exchange of Oregon/SW Washington, The Next Door, The Portland Schools Foundation, The Z-man Scholarship Foundation, Angel Flight and many others.



Jeff Black, Partner. Jeff serves as a Partner at McDermott & Bull Executive Search. Nicknamed "The fit Practice," his practice is focused on helping companies realize an ideal fit between executive talent and the company's culture and values. Jeff's clients include: Portland Development Commission, Easter Seals Southern California, Honda Center/Anaheim Ducks, Panda Restaurant Group, Farmer Boys Restaurants, Decurion/ArcLight Cinemas, BJ's Restaurants, Del Taco, Juanita's Foods, Silverado, CareMeridian, Harry's Fresh Foods, and Golden State Foods. Prior to joining McDermott & Bull, Jeff served as a senior executive with Raytheon Technical Services Company, a \$2B global services subsidiary of the Raytheon Company, and had extensive experience working with U. S. Government customers across a wide variety of agencies.

Jeff serves on the Board of Directors of OneOC, on the Advisory Board for the Center for Leadership at Cal State Fullerton, and is founder of DifferenceMakersOC, whose purpose is to create synergistic relationships for good between successful people that also want to make a difference in their communities. He is married with two children and currently resides in Yorba Linda, California. Jeff received a Bachelor's Degree in Business Management in 1980 and an MBA in Finance in 1984, both from California State University, Fullerton.

CONTACT INFORMATION

To learn more or to offer recommendations regarding this position, please contact:

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Entertainment, shopping, recreation and spectacular natural beauty. Utah, a special place to live, work and play.

