

Port Authority of Allegheny County
Chief Executive Officer

Port Authority of Allegheny County (the “Port Authority”) is a public transit authority that provides fixed route transit and advance reservation paratransit services in Pittsburgh and Allegheny County, Pennsylvania. Located in the second largest metropolitan area in the Commonwealth of Pennsylvania, Port Authority is the nation’s 26th largest transit agency and provides its fixed route transit services through utilizing light rail, buses and inclines. Port Authority is an agency of the Commonwealth of Pennsylvania, created pursuant to the Second Class County Port Authority Act, operating a publicly funded public transit system that employs approximately 2,600 people, including employees represented by various unions, and serves approximately 214,000 daily weekday customers. Port Authority is governed by an eleven-member Board, six of whom are appointed by the County Executive, four by the Pennsylvania House of Representatives and Senate and one by the Governor of Pennsylvania.

Port Authority operates a fleet of over 700 buses including 32 hybrid diesel-electric buses, 80 light rail vehicles and two inclines. Port Authority is extremely proud of its “low age” bus fleet with an average vehicle age of about 7 years. Port Authority’s operating budget for Fiscal Year 2017 was approximately \$413 million and its capital budget was approximately \$200 million.

Port Authority plays a significant role in the economic development of the greater Pittsburgh region and is viewed as one of the greatest mobility assets the region has to offer. Port Authority’s Board has adopted Strategic Initiatives that addresses future public transit plans and needs of the region, better mobility options and how Port Authority can remain financially stable while addressing these needs. These plans include a bus rapid transit (BRT) solution to connect downtown Pittsburgh to Oakland which is considered to be one of the City’s most vibrant academic, healthcare and cultural centers. Community leaders from the business community, government, non-profit and academic communities all desire for Port Authority to have a greater impact on the region’s mobility and economic growth.

SCOPE AND RESPONSIBILITIES:

The Chief Executive Officer (“CEO”) is responsible for overseeing the daily operations of Port Authority’s operations as well as any planned expansions. The ideal candidate will have a proven track record of successfully managing a large, complex and diverse organization that operates to provide the highest quality of service to its customers. Additionally, this individual will have outstanding business skills as well as strong financial management, strategic planning, public relations, community relations and governmental relations skills.

Port Authority’s CEO will be integral to the future success of Port Authority as it strives to provide the highest quality of service possible to its customers and stakeholders and to find innovative transportation solutions to improve mobility and provide greater access to the region. The ideal candidate will have demonstrated a background and ability as grouped in the following areas:

GENERAL TRANSIT MANAGEMENT

- Experience managing a customer-centric, publicly-financed organization that provides year-round transit service to its customers on a daily basis with an emphasis on safety, security, reliability, cost competitiveness and on-time performance.

- Experience creating additional or new sustainable revenue streams including public-private-partnerships for business operations and planned growth and expansion.
- Strong financial management skills overseeing large and complex budgets and an ability to offer creative solutions to run the organization efficiently and effectively.
- Experience managing agency assets in order to optimize the utilization of public-private partnerships, grant allocations, farebox revenues and public funding.
- Ability to oversee and implement effective cost-control measures and ensure they are in place at all levels of the agency.
- Experience overseeing the development of an effective marketing plan to create a culture and strong public image that promotes the agency, its services and increases ridership.

INTERNAL RELATIONSHIPS

- Ability to evaluate, develop, mentor and hire a senior executive management team that will ensure the agency is providing exceptional service that is timely, safe and affordable and also meeting the expectations of the community.
- Challenge the executive management team and their departments to think “outside the box” and offer customer centric solutions that are innovative and properly respond to customer needs.
- Provide strategic vision and guidance to ensure that the agency has successful succession and employee development plans in place and provide leadership to encourage employees to take initiative and develop within the organization.
- Take action to advance the goals of Port Authority’s Affirmative Action/Equal Opportunity, Disadvantaged Business Enterprise Plans and ADA Plans.
- Delegate responsibilities and empower senior management and employees to lead their departments and functions effectively and efficiently.
- Establish and maintain a healthy working relationship with the collective bargaining units and all employees across the organization.

EXTERNAL RELATIONSHIPS

- Experience engaging and working effectively and persuasively with elected officials, local, state and federal agencies, the business community, organized labor, public constituencies, NGOs, educational and health leaders, the press and other stakeholders.
- Interact and communicate regularly with employees, customers, the public, elected officials, the press and all other stakeholders to provide transparency and insight into the agency’s implementation of policies and agendas.

- Maintain on-going and effective communication with governmental agencies and elected officials (state, local, and federal) to assure maximum cooperation and to achieve the best possible transportation system for the region.
- Work creatively with constituent groups to address their concerns and generate new programs and instruments that accommodate their needs.
- Meet, speak with and listen to stakeholders in the community to generate new ideas and approaches to enhance not just Port Authority but also mobility around the region.

BOARD INTERACTION

- Develop a strong working relationship with the 11-member Board and Board Chairperson, including having effective two-way communication.
- Keep the Board informed and assist the Board in its policymaking duties and decisions including furnishing information and support.
- Implement Board policy via actionable management plans and provide strategic direction to senior management that will enable the effective execution of these policies.
- Assist and advise the Board in generating and achieving the Board's short and long-term transit objectives.

PERSONAL ATTRIBUTES:

The candidate should possess the following attributes:

- Professional executive presence, mature, honest, even tempered, intelligent, trusting, confident, charismatic and personable.
- Politically savvy, persuasive, open minded, fair but firm manager.
- Adaptable to change quickly and often.
- Inspiring visionary who is passionate about transit and can be a champion of Port Authority.
- High energy level, sense of humor, gravitas, integrity and ethics above reproach.
- Innovative, compassionate, transparent, inclusive in his/her decision-making process and willing to delegate responsibility.
- Excellent interpersonal communication, presentation and writing skills.
- Ability to speak to large and small groups alike.
- Respond in a timely and accurate manner.
- Results oriented individual with a dedication to accuracy, sense of urgency, efficiency and on-time delivery.
- Willing to accept, embrace and adjust to criticism and make suggestions for change.
- Ability to communicate with and treat all stakeholders with respect.
- Ability to facilitate, negotiate and provide realistic and strategic solutions to problems and comfortable mediating difficult situations and building consensus.
- Strategic leader, open-minded communicator and critical thinker who is unwilling to let challenges prevent success, but rather looks at challenges as opportunities for success.
- Ability to unify teams, communities and people during complicated times.

- Strong mentor and teacher who is approachable, open-minded and treats all employees with respect and dignity.
- Executive leader who embraces diversity and inclusion and has the ability to attract talent.
- Effective manager who listens and encourages employees, teams and stakeholders to debate and challenge ideas.
- Strong manager and leader with team building skills and excellent problem solving and conflict resolution skills.
- Creative approach to problem solving with a proven track record of implementing innovative initiatives in complex organizations.
- Success managing and providing executive level guidance to a highly educated, experienced and technical workforce, thereby empowering management to implement and execute their departmental plans effectively.
- Experience developing and implementing metrics used to evaluate individual and company performance, budgets, cost effectiveness and returns on investments to increase the bottom-line and operational performance.
- A leader who has a strong financial orientation and who can identify inefficiencies and areas of potential cost reduction.
- Demonstrated track record of success during varying economic and business cycles.

EXPERIENCE REQUIRED:

The successful candidate will have a minimum of 10 years' executive management experience with a major transit agency or another public or private entity of comparable nature, complexity and size to Port Authority. A Bachelor's degree in transportation, transportation management, engineering, business management or equivalent is required. An equivalent combination of education and experience consistent with the required qualifications will also be considered.

For additional information or to submit a resume, please contact Gregg A. Moser at gmoser@krauthamerinc.com.