



EXECUTIVE DIRECTOR

Recruitment services provided by Ralph Andersen & Associates



Vision

Southern California's Catalyst for a Brighter Future

Mission

"To foster innovative regional solutions that improve the lives of Southern Californians through inclusive collaboration, visionary planning, regional advocacy, information sharing, & promoting best practices."

Southern California Association of Governments

Nearly fifty years ago cities and counties in the six-county Southern California region joined together to form the Southern California Association of Governments (SCAG) for the purpose of fulfilling federal intergovernmental planning mandates, including managing a "continuing, cooperative, and comprehensive" regional transportation planning process. The six-county SCAG region includes Imperial, Los Angeles, Orange, Riverside, San Bernardino and Ventura Counties, and 191 cities covering 38,000 square miles. While the geographical boundaries of the region have remained the same, the social and institutional landscapes have changed substantially due to increased population, now spanning more than 19 million people.

Today, the region has grown to include five county transportation commissions, five regional air quality management districts, 14 sub-regional councils of governments, many new cities, and several more transit operators. In addition to the six counties, 191 cities in the region are member agencies of SCAG. Current regional planning and policy setting responsibilities of SCAG include the areas of air quality, housing, movement of goods, traffic congestion, transportation, water quality, and solid waste disposal planning, among others.

Decision-making occurs through SCAG's Regional Council (RC), a government body composed of 86 city, and county elected officials and transportation commissioners. The agency also works in close partnership with its federal and state funding partners, Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, California Department of Transportation, as well as with 14 sub-regional Councils of Governments (COGs) that represent SCAG's member cities and counties.

SCAG headquarters are located in the hub of busy downtown Los Angeles, at Figueroa and 7th streets in a multi-use hotel and office complex that features state-of-the-art architecture and technology. For ease of commuting, the LA office is located across the street from the Metro Red Line 7th Street Station and is easily accessible by commuter trains and buses serving surrounding areas.

The Position

The Executive Director position was previously held by Mr. Hasan Ikhata for more than eleven years. Under his leadership, SCAG made significant impacts locally, regionally, and nationally representing the country's largest metropolitan planning organization. In seeking a new Executive Director, key responsibilities of this position will remain consistent and will include providing executive leadership and guidance to the policymakers that form the nucleus of this organization, and ultimately promote SCAG's formidable mission through the concept of shared-governance and regional efforts. This mission, that spans an array of complex issues, continues to provide improved quality of life and sustainable communities for millions of people in Southern California.

This at-will position reports directly to the Executive Committee (Regional Council Officers and Policy Committee Chairpersons of the Regional Council) and oversees an organization with 145 allocated positions and an annual budget in excess of \$72.5 million. The Executive Director is also staff to the Regional Council, a body of 86 members, representing their respective organizations, as a result of their elected positions. Administratively, the Chief Operating Officer reports to the Executive Director. The COO oversees six members of the Executive Team.

Key responsibilities include:

- **Work collaboratively** with the Elected Officials (Executive Committee, Regional Council, and sub-committee groups) to facilitate and promote the goals by providing high-level representation to outside agencies, regulators, and business groups including public and community forums.
- Assume full **leadership and management responsibility** for a complex metropolitan planning agency and provide effective policies.

Core Values

In all our work, we strive to:

BE OPEN

Be accessible, candid, collaborative and transparent in the work we do.

LEAD BY EXAMPLE

Commit to integrity and equity in working to meet the diverse needs of all people and communities in our region.

MAKE AN IMPACT

In all endeavors, effect positive and sustained outcomes that make our region thrive.

BE COURAGEOUS

Have confidence that taking deliberate, bold and purposeful risks can yield new and valuable benefits.

- **Extensive interaction with an array of regulatory, environmental, and transportation agencies** such as five separate county air quality districts and county transportation districts, California Air Resources Board (CARB), California Environmental Protection Agency (CalEPA), California Department of Transportation (CalTRANS), Regional Transportation Agency (RTA), etc.
- **Fully engage and utilize members of the elected body** to influence and advocate issues, present topics / issues, and pursue legislative activity in both Sacramento and Washington D.C.
- **Provide executive-level support** to the Executive Committee, Regional Council, and working sub-committee groups to facilitate and promote initiatives to the membership throughout Southern California region.
- **Develop and implement leadership development programs for policy members** and conduct education forums for policy officials.
- Oversee the development and administration of the Association's budget including **seeking funding for program support** at the local, state, and federal level for **planning initiatives, sustainable development, environmental programs, mobility programs, and other innovative solutions** that help with sustainable communities.

The Ideal Candidate

The ideal candidate for the Executive Director will be a **strategic thinker** with the ability to **guide concepts into action** and possess a keen and deep understanding of SCAG's membership. This executive will **draw energy and momentum from a variety of sources** and be able to quickly and effectively stimulate lively discussion and debate, moving into action by working in tandem with the governing body of Elected Officials. Working in concert with others, this dynamic and confident leader with strong people skills will **develop innovative strategies** for achieving goals, and at the same time, understand the impact of those decisions on member agencies and to the region as a whole.

Importantly, the selected candidate will be responsible for an array of complex topics that impact this large membership of public agencies by **driving discussions and working collaboratively** with other regulatory, environmental, and partner agencies to achieve significant goals set by the Board. The ideal candidate will also **embrace a shared-governance approach** to problem-solving, be **results-oriented**, and committed to serving the diverse communities in the regions.

Personal traits and characteristics:

- **Confident and engaging professional** with outstanding communication, interpersonal, and leadership skills.
- A **visionary able to drive change and chart the course** to achieve the strategic goals of the organization.
- A personal style that **encourages gender equity** as well as **embraces diversity** in the workplace and with the general public.
- **Proactive and aggressive in addressing legislative activity and funding sources** that impact SCAG's mission, strategic plan, and policy functions at the local, state, and federal levels.
- **Politically astute yet apolitical**; able to operate effectively in a fast-paced environment with many complex planning issues that affect the quality of life for so many.
- **Ability to conceptualize and develop alliances and partnerships** with other public agencies and the private sector to create healthy and viable communities.
- **Cultivate and implement entrepreneurial approaches** to issues (e.g., high speed rail, growth issues, regional solutions, environmental sustainability including climate action plans, transportation issues, and public financing opportunities).
- A **skilled facilitator** able to find solutions to key issues that include controversial topics, regulatory and environmental compliance.
- Able to **motivate others**, instill an eagerness to achieve goals and successfully guide the organization going forward.



- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendation in support of organization goals.
- Gain cooperation through discussion, persuasion, and collaborative efforts.

Qualifying Experience and Education:

Experience: Significantly responsible managerial and administrative experience in regional, city, county, state or federal administration or planning with at least seven years in a highly responsible leadership and executive management capacity is required.

Other considerations:

- Working directly or closely with an elected board.
- Executive experience in California is highly regarded.
- Verifiable track record of success with related issues.

Education: An advanced degree is strongly preferred.

To Be Considered

Candidates are required to submit a comprehensive résumé, a compelling cover letter, and a list of professional accomplishments. Electronic submittals are strongly encouraged to apply@ralphandersen.com. Confidential inquiries should be directed to Ms. Heather Renschler or Mr. Tom Bacchetti, Ralph Andersen & Associates at (916) 630-4900.

Apply immediately. The review of résumés will be in mid-March with interviews anticipated at the end of March. **This position is open until filled.** Candidates are encouraged to apply early in the process and should be aware that professional references will not be contacted until mutual interest has been established. Following the results of this interview, a few select individuals will be invited to interview with the Regional Council.

Equal Employment Opportunity

SCAG is an equal employment opportunity employer. All personnel policies and programs are administered without regard to race, color, religion, political belief, age, national origin, sex, disability, cultural background, and sexual orientation.

Desired Qualifications

Knowledge of:

- Highly complex principles and practices of regional transportation planning, infrastructure needs, land use, economic development, environmental sustainability issues, regulatory compliance, and housing.
- Policy development, funding and legislative affairs.
- Board relations and board development.
- Organizational development, staff management, and leadership and succession planning.
- Social, political, and economic trends including focus on best practices.

Ability to:

- Provide effective leadership, vision, and coordination of the short- and long-term activities of a regional government organization in the support of planning and other key issues affecting quality of life.
- Identify and respond to the public and the governing bodies regarding issues / concerns.

www.scag.ca.gov



Compensation and Benefits

Compensation: This is a highly compensated executive level (at-will) position that will result in a mutually agreeable and negotiated employment agreement. Starting salary will be dependent on qualifications, salary history, and career accomplishments. Specific salary will be based upon evaluation of a candidate's overall ability to provide exemplary leadership to the organization.

Lifetime Retiree Medical: Upon meeting the vesting requirements and retirement from SCAG, lifetime medical coverage will be provided to the employee with a monthly subsidy paid by SCAG provided all CalPERS conditions are met. The current monthly subsidy is \$550 per month.

Health Insurance Coverage: Employees may choose from seven HMO and three PPO CalPERS health plans. SCAG offers a cafeteria plan with a maximum of \$9,600 annually towards medical premiums. \$800/month towards insurance premiums.

Dental and Vision: SCAG has two dental plans (Delta Dental PPO and HMO) and a vision plan (VSP). SCAG pays 100% of the cost for dental and vision for all employees and their dependents.

Life insurance in the amount of \$150,000 is provided by SCAG. Short-term and long-term disability insurance plans are provided by SCAG.

Retirement: All new hires become members of the California Public Employees' Retirement System (CalPERS). New CalPERS members will be enrolled in the defined benefit formula of 2% @ 62 in accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA). Classic members will be enrolled in the defined benefit formula of 2% at 55. SCAG pays the employee's 7% contribution for Classic CalPERS members. Employees do not pay into Social Security.

Deferred Compensation Plan: ICMA 457 deferred compensation plan is available and SCAG provides a 50% match of the employee's biweekly contribution up to \$3,500 per year.

Holidays: A total of 13 paid holidays – 9 designated and 4 floating are provided annually.

Sick Leave: Employees accrue sick leave at the rate of 1 day (8 hours) per month.

Flexible Spending Account (FSA): A tax-exempt savings plan is offered to pay eligible expenses associated with parking expenses, health, and dependent care. Employees may defer up to \$265 per month pre-tax towards the cost of parking associated with SCAG employment.

Rideshare/Transportation Incentive Program: SCAG pays up to \$230 towards monthly bus, vanpool or Metrolink pass, \$35 per month for ridesharing.

Professional Memberships: SCAG encourages professional development. SCAG reimburses employees up to \$300 per fiscal year towards professional membership dues or fees. The membership must be one that is either directly related to the employee's current SCAG position or career growth.

Tuition reimbursement: All regular and at-will employees are eligible to participate in the tuition reimbursement program after 1 year of employment. SCAG's current maximum for reimbursement is \$5,472 per calendar year.

Member Agencies

Member Cities

- Adelanto
- Agoura Hills
- Alhambra
- Alisa Viejo
- Anaheim
- Apple Valley
- Arcadia
- Artesia
- Avalon
- Azusa
- Baldwin Park
- Banning
- Barstow
- Beaumont
- Bell
- Bell Gardens
- Bellflower
- Beverly Hills
- Big Bear Lake
- Blythe
- Bradbury
- Brawley
- Brea
- Buena Park
- Burbank
- Calabasas
- Calexico
- Calimesa
- Calipatria
- Camarillo
- Canyon Lake
- Carson
- Cathedral City
- Cerritos
- Chino
- Chino Hills
- Claremont
- Coachella
- Colton
- Commerce
- Compton
- Corona
- Costa Mesa
- Covina
- Cudahy
- Culver City
- Cypress
- Dana Point
- Desert Hot Springs
- Diamond Bar
- Downey
- Duarte
- Eastvale
- El Centro
- El Monte
- El Segundo
- Fillmore
- Fontana
- Fountain Valley
- Fullerton
- Garden Grove
- Gardena
- Glendale
- Glendora
- Grand Terrace
- Hawaiian Gardens
- Hawthorne
- Hemet
- Hermosa Beach
- Hesperia
- Hidden Hills
- Highland
- Holtville
- Huntington Beach
- Huntington Park
- Imperial
- Indian Wells
- Indio
- Industry
- Inglewood
- Irvine
- Irwindale
- Jurupa Valley
- La Canada Flintridge
- La Habra
- La Habra Heights
- La Mirada
- La Palma
- La Puente
- La Quinta
- La Verne
- Laguna Beach
- Laguna Hills
- Laguna Niguel
- Laguna Woods
- Lake Elsinore
- Lake Forest
- Lakewood
- Lancaster
- Lawndale
- Loma Linda
- Lomita
- Long Beach
- Los Alamitos
- Los Angeles
- Lynwood
- Malibu
- Manhattan Beach
- Maywood
- Menifee
- Mission Viejo
- Monrovia
- Montclair
- Montebello
- Monterey Park
- Moorpark
- Moreno Valley
- Morongo Band of Mission Indians
- Murrieta
- Needles
- Newport Beach
- Norco
- Norwalk
- Ojai
- Ontario
- Oxnard
- Palm Desert
- Palm Springs
- Palmdale
- Palos Verdes Estates
- Paramount
- Pasadena
- Pechanga Band of Luiseño Indians
- Perris
- Pico Rivera
- Placentia
- Pomona
- Port Hueneme
- Rancho Cucamonga
- Rancho Mirage
- Rancho Palos Verdes
- Redlands
- Redondo Beach
- Rialto
- Riverside
- Rolling Hills
- Rolling Hills Estates
- Rosemead
- San Bernardino
- San Buenaventura
- San Clemente
- San Dimas
- San Fernando
- San Gabriel
- San Jacinto
- San Juan Capistrano
- San Marino
- Santa Ana
- Santa Clarita
- Santa Fe Springs
- Santa Monica
- Santa Paula
- Seal Beach
- Sierra Madre
- Signal Hill
- Simi Valley
- South El Monte
- South Gate
- South Pasadena
- Stanton
- Temecula
- Temple City
- Thousand Oaks
- Torrance
- Tustin
- Twentynine Palms
- Upland
- Vernon
- Victorville
- Villa Park
- Walnut
- West Covina
- West Hollywood
- Westlake Village
- Westminster
- Westmoreland
- Whittier

- Wildomar
- Yorba Linda
- Yucaipa
- Yucca Valley

Member Counties

- Imperial County
- Los Angeles County
- North Los Angeles County
- Orange County
- Riverside County
- San Bernardino County
- Ventura County

Sub-Regional Organization Members

- Arroyo Verdugo Subregion
- City of Los Angeles
- Coachella Valley Association of Governments (CVAG)
- Gateway Cities Council of Governments (GCCOG)
- Imperial County Transportation Commission (ICTC)
- Las Virgenes Malibu Council of Governments
- North Los Angeles County
- Orange County Council of Governments (OCCOG)
- San Bernardino Council of Governments (SBCOG)/
San Bernardino County Transportation Authority (SBCTA)
- San Fernando Valley Council of Governments (SFVCOG)
- San Gabriel Valley Council of Governments (SGVCOG)
- South Bay Cities Council of Governments (SBCCOG)
- Ventura Council of Governments (VCOG)
- Western Riverside Council of Governments (WRCOG)
- Westside Cities Council of Governments (WCCOG)

