



METROPOLITAN
TRANSPORTATION
COMMISSION

Agenda Item 6

Bay Area Metro Center
375 Beale Street
San Francisco, CA 94105
TEL 415.778.6700
WEB www.mtc.ca.gov

Memorandum

TO: Policy Advisory Council
FR: Marti Paschal, Staff Liaison
RE: MTC's Executive Director Search
DATE: November 7, 2018
W.I. 1114

At its Wednesday, October 10, 2018 meeting, the Policy Advisory Council received an overview of MTC's executive director search process. During the presentation, Council members provided their recommendations to CPS HR, the executive search firm retained by MTC for consideration in drafting the candidate profile and informing candidate interview questions. The recommendations are attached. The Council will be provided an update on the Executive Director Recruitment by staff at its November 14, 2018 meeting.

Attachment



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Attachment A
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Memorandum

TO: MTC Executive Director Selection Committee DATE: November 7, 2018
FR: MTC Policy Advisory Council W.I. 1114
RE: MTC's Executive Director Search

At its Wednesday, October 10, 2018 meeting, the Policy Advisory Council received an overview of MTC's executive director search process. During the presentation, Council members provided their recommendations to CPS HR, the executive search firm retained by MTC for consideration in drafting the candidate profile and informing candidate interview questions. The recommendations are summarized below. The Council will continue its discussion with staff at its November 14, 2018 meeting.

Search Process

- The search committee should consider input from MTC staff in determining the final selection.
- The search criteria should explicitly address racial equity, in addition to diversity and inclusion.
- The online MTC Executive Director Recruitment - Stakeholder Survey should be multilingual.
- Recruitment efforts should ensure that the pool of candidates represents the diversity of the Bay Area.
- Members of the search committee should visit the finalists' current agencies to talk to a wide variety of people, including members of the public.
- The search committee needs to look at internal candidates who understand the system and are highly qualified.
- The search committee should take into account the other skill sets MTC is gaining and losing over the next year (with retirements and new hires/promotions) and make sure there will be complementary skill sets or balance in upper management.
- Candidates should be asked how they would help to create a seamless transit and shared ride system that can reduce vehicle miles traveled, greenhouse gases and the number of cars on the road.

Experience & Transportation Priorities

- Rather than requiring "familiarity" with transportation and housing, the ideal candidate profile should require "experience."
- The ideal candidate must prioritize the creation of an integrated, sustainable transit system, have the ability to work with the various transit districts and have a background in institutional transformations.

- The ideal candidate should have familiarity with high-performing, well-integrated transit systems around the world.
- The ideal candidate should have critical thinking and problem solving skills and experience in bringing various interested stakeholders together along with the general public around complex issues.
- The ideal candidate should have experience fundraising and both public and private sector experience to establish future public-private partnerships.
- The ideal candidate should have an orientation toward the integration of private sector innovations in delivering environmental and equity goals.
- The ideal candidate should look beyond the immediate Bay Area when considering the scope and impact of issues.

MTC Culture

- The ideal candidate should consider the impact of a possible consolidated MTC – ABAG governance structure upon MTC’s culture.

Technology

- The ideal candidate should embrace technology, from the use of social media to the latest technology in transportation, including shared driving, transportation as a service, and self-driving applications.

Diversity, Equity and Inclusion

- Candidates should be asked to define “equity” and “underrepresented” and describe how they would incorporate underrepresented groups in the decision-making process.
- The ideal candidate should be well acquainted with the needs of underserved communities, seniors and persons with disabilities, and monolingual communities.
- The ideal candidate should be experienced with the range of economic diversity e.g., urban, suburban, and rural areas, and multicultural diversity of the Bay Area.
- The ideal candidate should promote equitable opportunities for advancement within MTC.

Climate Change

- The ideal candidate should prioritize addressing the challenges caused by climate change and understand its impact on both housing and transportation.
- The ideal candidate should be a strong proponent of walking and biking facilities to increase active, green travel options.
- The ideal candidate should understand that we need a transportation system that is resilient to climate impacts from sea-level rise.
- The ideal candidate should be a strong proponent of the electrification of the Bay Area’s transit vehicles.