

EXECUTIVE DIRECTOR

Port of San Francisco





THE CITY

One of the most popular tourist destinations in the world, renowned for its steep rolling hills, San Francisco is a city of truly international character with an eclectic mix of Victorian and modern architecture and a highly diverse cosmopolitan population. With approximately 800,000 residents in a 47 square mile area, San Francisco is the fourteenth most populous city in the United States and the fourth most populous city in California.

Internationally famous tourist destinations include Fisherman's Wharf, Pier 39, Union Square, Lombard Street and Golden Gate Park. Other cultural and performing arts venues include the San Francisco Symphony, San Francisco Ballet, endless museums and live theater. For the sports fans, San Francisco is home to the Giants and 49ers with the A's, Raiders and Golden State Warriors located nearby in the East Bay.

With over thirty international financial institutions, six Fortune 500 companies and a large support of infrastructure of professional services, including law, public relations, architecture, and graphic design populating downtown, San Francisco is a World City. Add to this the impact of Silicon Valley and a growing technology sector in the city, San Francisco State University with over 30,000 students, City College of San Francisco, the University of San Francisco, the Art Institute of San Francisco, Academy of Arts, University of California Hastings College of the Law, and the University of California.

Additional information can be found at sfgov.org.

ABOUT THE PORT

The Port of San Francisco is a public enterprise agency committed to promoting a balance of maritime, recreational, industrial, transportation, public access and commercial activities on a safe, secure and self-supporting basis through appropriate management and development of the waterfront for the benefit of the people of the State of California. This core mandate is stipulated in the Burton Act that entrusted the Port to the City and County of San Francisco in 1969.

The Port of San Francisco owns and operates maritime facilities and commercial real estate and manages most of San Francisco's waterfront property, including a four mile seawall, from Fisherman's Wharf in the north to India Basin in the south. The Port oversees a broad range of maritime, commercial and public activities and is involved in a diverse range of businesses, including cargo and cruise shipping, ferries and excursion boats, ship repair, commercial fishing, harbor services, and real estate property management. Tourism is San Francisco's No. 1 industry, and many of the City's leading attractions are located at the Port, including the Ferry Building, AT&T Park, the Exploratorium, Alcatraz Landing, PIER 39, Fisherman's Wharf, and Hyde Street Pier. These attractions draw more than 24 million users annually to the Port's northern waterfront.

For a copy of the Port's updated Strategic Plan, please visit: http://sfport.com/sites/default/files/Executive/Docs/StrgcPlan_for%20review.pdf. The Port has 250 full time employees. The FY2015-16 Proposed Budget is \$120.9 million which includes \$78.6 million for the Operating Budget, \$12.8 million for the Capital Budget and \$8.7 million for Other Projects.

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THE PORT COMMISSION

The Port of San Francisco is governed by a five member Board of Commissioners, each of whom is appointed by the Mayor and subject to confirmation by the City's Board of Supervisors. Each commissioner is appointed to a four-year term.

The Port Commission is responsible for the seven and one-half miles of San Francisco Waterfront adjacent to San Francisco Bay, which the Port develops, markets, leases, administers, manages, and maintains. The Port's operating portfolio is composed of over 550 ground, commercial, retail, office, industrial and maritime industrial leases, including many internationally recognized landmarks such as Fisherman's Wharf, PIER 39, the Ferry Building, and AT&T Park, home of the San Francisco Giants baseball team.

THE POSITION

The Port Executive Director is the chief executive of the San Francisco Port Commission. The position is responsible for the overall management of the Port of San Francisco, an enterprise agency of the City and County of San Francisco, which is held as a public trust for the citizens of California.

Under policy oversight of the Port Commission, the Port Executive Director manages all administrative and operations activities of the Port. The Executive Director is responsible for leading, planning, directing, coordinating, controlling and evaluating activities of Port staff engaged in administrative functions; fiscal activities; governmental relations and public relations; economic development and planning; port security and safety; environmental compliance and regulation; engineering; inspection of Port properties; contracting for goods and services; business development and marketing; promotion, development, rental and leasing of Port property; repair and maintenance of Port facilities and substructures; and staffing and personnel operations.

The Port Executive Director is appointed by the Mayor based upon nomination by the Port Commission. The Port Executive Director is exempt from the civil service provisions of the San Francisco Charter and serves at the pleasure of the Port Commission.

For a detailed job description, please email suyeda@allianceRC.com.

TOP PRIORITIES

The next Executive Director will oversee several projects and initiatives over the next few years. These include:

- **Succession Planning** – The Port has an aging workforce and anticipates a large amount of retirements. Vacancies will need to be filled and voids will have to be addressed. The Executive Director will have to conduct an organizational review and implement a possible restructuring to ensure the Port continues to operate in an effective manner.
- **Communication** – Historically, the Port has been successful in community outreach and communication. The Executive Director will need to continue to provide timely and transparent communication to the community.
- **Environmental** – Address the sea level rise. Continue to be an environmental steward who stays on the forefront of issues and trends.
- **Project Management** – Oversee various development projects to completion. Examples include the Waterfront Land Use Plan Update and Southern Waterfront development.
- **Politics** – Understand the unique, complex and passionate views of the Port, community, tenants, advisory groups, unions and city government. Be a leader while providing guidance to the stakeholders.
- **Viability** – Be creative in obtaining additional funding and generating revenue. Seek new opportunities to ensure the Port's long-term viability. Seek to maximize the potential of this beautiful landmark.
- **Collaboration** – The Port is one of 65 city departments. Foster positive relationships with the other departments as well as local, state and federal agencies.

THE IDEAL CANDIDATE

The Port of San Francisco is steeped in history in one of the most beautiful and famous cities in the world. The ideal candidate will have a strong appreciation for this unique and special department of the City/County of San Francisco. The selected candidate will have an understanding of the local political sphere and be able to navigate successfully through the diverse views and opinions. He/She will be strategic, a problem solver and someone who is able to assess potential benefits and risks.

The ideal candidate will be a leader who is well respected by staff, visible in the community and committed to the long-term health of the Port. He/She will provide vision and direction, delegate to a strong team and empower staff. He/She will be tenacious yet calm, dedicated and open to change and new ideas.

Lastly, this person will be a confident and collaborative professional who is able to represent the Port to the community, businesses, port industry and City Hall. This person will see the big picture, have a strong sense of character and be able to inspire and motivate others towards a common goal.

Education and Experience

- At a minimum, the candidate must possess a baccalaureate degree; and it is desirable that he/she have at least five years of experience managing and administering a government agency, public policy organization or a similarly complex company.
- Candidates should have a strong background in personnel management, finance, and/or real estate development. Experience working with maritime and cruise operations is a plus. Experience working with unions is preferred.
- National and international candidates from the private and public sector will be considered. Prior port experience is helpful but not required.

COMPENSATION

The salary for this position is within an established annual range and will be dependent upon the qualifications and experience of the selected candidate. Appointment above the maximum of the normal range may be considered based on documented and substantiated recruitment and retention issues or exceptional skills. A special approval process is necessary for appointment above the normal salary range. In addition, benefits are provided which include: Medical and Dental insurance; Retirement Plan; Deferred Compensation Plan; Social Security; Long-Term Disability Plan; Life Insurance; paid Management Training Program; 11 paid holidays per year; 10 to 20 vacation days per year, depending on year of service; and 5 days of paid executive leave per year.

HOW TO APPLY

Please apply **on-line** by **Friday, July 29, 2016** at www.allianceRC.com. The position will be considered “open” until a final selection is made. If you have questions, difficulties with the on-line application system, or would like to discuss the opportunity further, please contact us at:

Sherrill Uyeda or Cindy Krebs

ALLIANCE RESOURCE CONSULTING LLC

Telephone: (562) 901-0769

E-mail: suyeda@alliancerc.com

ckrebs@alliancerc.com



<http://twitter.com/Alliancerc>



Alliance Resource Consulting LLC

The City/County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy.