



  
**ALLIANCE**  
RESOURCE CONSULTING LLC

**Chief Executive Officer**  
**Port of Miami Crane Management, Inc.**  
**(Miami, FL)**

# The Port

PortMiami is one of America's fastest-growing global gateways. It contributes more than \$61 billion annually to Miami-Dade County's local economy and supports over 340,078 jobs in Florida. Located at the crossroads of north-south and east-west trade lanes and with big-ship capabilities, PortMiami serves ocean carrier customers by linking worldwide markets with U.S. consumers and producers.

PortMiami also serves the cruise industry by providing impeccable customer service to millions of cruise travelers, making it the undisputed Cruise Capital of the World®. With its numerous capital development projects, including the launch of a NetZero program, PortMiami will continue to meet the needs of the cargo and cruise industries for generations to come.

PortMiami has a new master plan that charts an ambitious course for future growth. Thanks to an impressive roster of **capital improvement projects**, it is anticipated that cargo traffic will double over the next decade, while the number of cruise passengers is expected to grow along with an expanded offering of cruise **brands and ships**.

The PortMiami 2035 Master Plan is a sub-element of Miami-Dade County's **Comprehensive Development Master Plan** (CDMP). With the support of the Mayor and Board of County Commissioners, the Port is ready to meet the challenges of the new global trade reality and we are positioning ourselves to compete well into 2035.

## PMCM - The Organization

Port of Miami Crane Management, Inc. (PMCM, AKA "Crane Management") was created as a result of Miami-Dade County Seaport Department's (Port of Miami-Dade, the "Port") need for a crane maintenance organization to efficiently manage and maintain the Port's container handling equipment and gantry cranes. As a result, the PortMiami executives with the County's professional assistance and that of KPMG, formulated a business plan and presented it to Miami-Dade County's County Manager and Board of County Commissioners (BCC). Thereafter, on June 8, 1999, the County Manager presented the plan to the BCC at which time the plan was approved. Soon thereafter on August 3, 1999, the company was incorporated in the State of Florida of the United States of America as a not-for-profit corporation.

The company's corporate business and affairs is conducted by its Board of Directors (BOD), which is comprised of appointed members who jointly oversee the activities of the corporation. The Chief Executive Officer (CEO) is elected by the Board of Directors who are empowered to oversee and operate the company as afforded by the Board.

Since August 5, 2002, PMCM has been responsible for the management and maintenance of Miami Dade County's PortMiami gantry cranes and container handling equipment. Its primary goal is to increase crane operational efficiency and reduce downtime by continuously enhancing the established maintenance program, establishing new operational and maintenance procedures, and implementing cost effective maintenance measures.

PMCM is also tasked and is responsible for all projects relating to the gantry cranes and their operations to include the direct oversight and management.

PMCM is a pivotal organization dedicated to ensuring the seamless functionality and reliability of Ship-to-Shore (STS) cranes that facilitate operations at PortMiami's bustling cargo container terminal. With a team of 44 ILA mechanics and 19 administrative staff, PMCM prides itself on providing world-class maintenance services while fostering a culture of safety, innovation, and operational excellence. The CEO will lead this effort, reporting directly to the BOD and maintaining close collaboration with PortMiami leadership. The ideal candidate will be a visionary leader with a proven track record in operations management and a deep commitment to achieving strategic and operational goals.



# The Position

PMCM is a not-for-profit corporation established in 1999 to oversee the maintenance and operation of PortMiami's container gantry cranes. The CEO, appointed by the PMCM Board of Directors, holds the primary responsibility of managing the company's day-to-day operations, along with personnel administration, budgetary requirements, clients (users and tenants) and long-range planning and development. Oversight of crane maintenance and responsiveness to PortMiami's client and tenant needs is of great importance.

In addition, the CEO plays a pivotal role in strategic planning and infrastructure development. This involves spearheading projects aimed at enhancing crane scheduling, efficiency and safety, as well as collaborating with PortMiami on capital development projects related to STS gantry cranes. The CEO also interacts with stakeholders, PortMiami Administration and Miami-Dade-County officials to ensure alignment with broader Port development goals. A keen understanding of large seaport STS operations not only from administrative and management oversight but from the engineering and maintenance standpoint is imperative.

The CEO will lead and inspire a workforce of 44 ILA mechanics and 19 administrative staff. The position is open due to the recent retirement of the incumbent.

# The Ideal Candidate

The ideal candidate for the PMCM CEO position should possess a deep and proven knowledge and understanding of large seaport STS gantry crane operations along with large equipment maintenance and management. Experience in overseeing complex logistical networks, ensuring efficient cargo handling, and maintaining high levels of safety and productivity will be essential. A background in maritime transportation and large crane management or comparable industrial operations is necessary, as it would provide the necessary foundation to navigate the unique challenges of PortMiami.

In addition to technical expertise, the ideal candidate should be a visionary leader with exceptional communication skills, both written and spoken. Bi-lingual (English/Spanish) would be beneficial. They must be able to engage with a wide range of stakeholders, from port workers to government officials and international shipping partners. The CEO will need to drive collaboration across various teams and departments, ensuring alignment with PortMiami's long-term goals, including infrastructure development, environmental sustainability, and digital transformation. Strong financial acumen, including budgeting, cost control, and investment strategies, will also be crucial in optimizing PMCM's performance and competitiveness.

Finally, the candidate should possess a track record that includes adaptability and crisis management in dynamic and fast paced environments. Having an ability to assess changing situations quickly, make data-driven decisions and implement effective solutions to safeguard the STS operations is key. The Ideal Candidate will demonstrate a commitment to innovation and sustainability while fostering a positive work environment of collaboration and accountability at PMCM.

## Education, Certifications and Experience

- ▶ Requires a bachelor's degree in business administration, engineering, or a related field. A master's degree (MBA or equivalent) is preferred; **AND**  
Minimum of 15 years of senior management experience in operations, logistics, or a related industry. Proven expertise in leading technical teams and managing large-scale operational systems. Strong knowledge of maritime operations, regulatory compliance, and safety standards.
- ▶ Experience in negotiating and working with unions and union employees is vital to this role.



# Compensation

The annual salary range for this position is \$225,000 to \$300,000 and will be dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include:

- ▶ **Vehicle Allowance:** \$500 per month (C-suite employees only).
- ▶ **Expense Account:** \$750 per month (C-suite employees only).
- ▶ **Medical Insurance:** Fully covered for the employee; an additional 15% contribution for a spouse and 25% for family coverage.
- ▶ **Dental Insurance:** Fully covered for the employee; an additional 15% contribution for a spouse and 25% for family coverage.
- ▶ **Vision Insurance:** Fully covered for the employee; an additional 15% contribution for a spouse and 25% for family coverage.
- ▶ **403(b) Retirement Plan:** Company matches up to 3%.
- ▶ **Short-Term Disability:** Fully covered for the employee.
- ▶ **Long-Term Disability:** Fully covered for the employee.
- ▶ **Life Insurance:** Fully covered for the employee (Benefit is 1.5 of annual salary).
- ▶ **Paid Time Off (PTO):** Employees accrue 3.5 hours per pay period (26 pay periods per year), totaling 91 vacation hours plus 91 sick hours annually.
- ▶ **Paid Holidays:** 13 paid holidays per calendar year.
- ▶ **Birthday Holiday:** May be used on the employee's birthday or within six months thereafter.
- ▶ **Floating Holidays:** Three floating holidays per fiscal year.

## **Relocation Incentive/Package Overview:**

### **Relocation Package for the PMCM CEO (Outside the South Florida Tri-County Area)**

- ▶ Approved Budget: \$5,000 – \$8,000 (maximum limit / NTE).
- ▶ This package is designed to cover expenses related to the relocation of household items, travel, and other logistical aspects of the move. It includes comprehensive packing, transportation, and unpacking services.

### **Post-Acceptance of a Bona Fide Offer**

- ▶ Expense Documentation: Employees must retain original receipts for all relocation-related expenses, including transportation, lodging, and moving services.
- ▶ Moving Service Records: If a moving company is utilized, all invoices, contracts, and any additional cost details (such as packing or storage fees) should be documented and submitted.

# How to Apply

Please apply **on-line** by **May 2, 2025** at [www.allianceRC.com](http://www.allianceRC.com). For questions, inquiries or candidate recommendations, please contact:

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