



Wenatchee, WA

CHIEF EXECUTIVE OFFICER

\$175,000 - \$200,000

Plus Excellent Benefits

Apply by

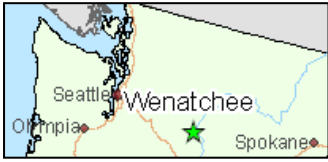
April 16, 2023

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



The Wenatchee Valley enjoys an abundance of recreational opportunities surrounded by the natural beauty of the Cascade Mountains, the Columbia River and more than a fair share of sunshine. The area is thriving, evident by a steady increase in population, and a strong, diverse economy. The area's natural beauty and abundance of recreational opportunities lead the reasons people come to visit and to live here. Residents and visitors alike enjoy the Apple Capital Recreation Loop Trail, a paved 26-mile pedestrian and bicycle path that meanders along the banks of the Columbia River, crossing at two points, connecting the cities of East Wenatchee and Wenatchee. Hikers, mountain bikers, runners, snowmobilers, and equestrians enjoy the vast array of trails, which cover more than 2,600 acres. In addition, Mission Ridge Ski Area, 12 miles from downtown Wenatchee, offers a 2,250-foot vertical drop with 2,000 acres of trails, chutes, screamers and bowls, as well as breathtaking views.

With an urban area consisting of 80,000 people, the region offers the perfect balance of larger-city amenities with the relaxed and friendly environment of a smaller town. Powered by clean renewable hydropower, the area enjoys low-cost electricity and irrigation that supports the prolific orchards, vineyards and farms. The region has seen a major growth of the wine industry in recent years, with more than 70 local wineries and tasting rooms offering world class, award-winning wines and tasting rooms.



Along the growing waterfront you will find Pybus Public Market: a community gathering place with a riverfront event facility and the permanent home of the local farmers market. Its amenities include weekly live entertainment and events, an excellent selection of artisan products, specialty shops, restaurants, local wines, hand-crafted beers, and bike rentals. Next to the waterfront sits historic downtown Wenatchee with its nationally recognized main street, Wenatchee Avenue. Home to numerous small businesses and services, you will find unique shopping stops, accompanied by authentic ethnic dining experiences, spas, an old-fashioned ice cream parlor, running and cycling stores, ski and snowboard shops, all connected back to the waterfront by a pedestrian bridge.



The region treasures its performing and visual arts, which add to the region's rich cultural diversity and history. The Wenatchee Valley Museum and Cultural Center shares stories with exhibits like the Native People of the Columbia Plateau, the Great Northern Railway Connection, a full-scale apple industry exhibit, as well as a Miss Veedol exhibit that showcases the first non-stop Trans-Pacific flight from Misawa, Japan to East Wenatchee in 1931. The combination of rotating exhibits, Friday Art Walks, and children's activities make the museum fun and informational. The Town Toyota Center, home of Wenatchee Wild Hockey team, hosts world-class entertainment, year-round ice skating and an array of activities ranging from bull riding shows to quilt shows.

The Valley is a growing hub serving more than 250,000 people around North Central Washington. The Valley's economy remains connected to the Seattle Metro area, which sits a two-and-a-half drive, or a short 20-minute flight, away past the beautiful Cascade Range. Spokane and the Tri-Cities are also a two-and-a-half-hour drive away, putting almost all of Washington State within a morning's trip.

THE ORGANIZATION

Link Transit is the public transportation agency for Chelan and Douglas Counties, located in central Washington State. In operation since December 1991, Link Transit serves a population of about 125,000 people in a service area of approximately 3,500 square miles who reside in cities and towns ranging from a few hundred residents to 35,000, plus residents scattered across large rural parts of the region.

Link Transit operates fixed route and paratransit seven days a week, and as of July 2022, is a zero-fare system for all services. Annual ridership is on the rebound since the end of the pandemic, now approaching 900,000 annual boardings. Planned service expansions over the next two to five years are projected to push annual boardings towards 1.5 million.

A robust and healthy local economy over the past several years has provided Link Transit with a strong financial base to support an aggressive region-wide list of capital projects as well as fleet replacement. By the middle of 2023, Link Transit will operate a fleet of 23 full-size battery electric buses, with another 15 or more buses to be added to the fleet in the next two to three years.

Link Transit is supported by voter- approved locally generated sales tax, and as well as state and federal grants. The 2023 operating budget is \$25,144,330 and the capital budget for 2023 is \$34,665,000. Link Transit currently has approximately 165 employees.

Link Transit operates from a 26-year-old transit center in downtown Wenatchee and has a 22-year-old maintenance and operations base just north of Wenatchee. These facilities are in the process of being expanded to accommodate projected growth of employees as well as an expanding fleet of vehicles, including additional accommodations for fleet electrification.

The Chelan-Douglas PTBA (Link Transit) Board of Directors consists of 12 voting members who are local elected officials and one non-voting labor representative. The governing board includes a representative from each city within Link's district: Wenatchee, East Wenatchee, Chelan, Entiat, Waterville, Rock Island, Leavenworth, and Cashmere; two representatives from both Douglas



County and Chelan County; and consistent with State Law, Link Transit has a non-voting board member who is a representative of the agency's bus operator's union.

Located on the "sunny" side of the state, residents enjoy a true "four-season" year. With a variety of recreational activities available year-round, as well as quality educational institutions, medical services and cultural institutions, the region offers a quality of life that appeals to many.

THE POSITION

Under the guidance of the Board of Directors, the Chief Executive Officer provides leadership in the overall operation of the agency and assures the delivery of cost-effective, consumer-responsive, and efficient transportation services according to the policies and directives of the Board, and also serves as primary liaison with elected, business and media representatives of the two-county district. The Chief Executive Officer will provide leadership in the planning, development and evolution of transit services, projects, programs and activities to improve and enhance efficient, cost-effective transit services responsive to public needs. This position will also provide policy guidance and executive direction in developing Agency policies, implementing Board directives and mandates, and exercise leadership in developing and implementing long range plans for providing optimal public transportation in response to community needs.

For a full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

Opportunities:

1. Given the agency's strong financial position, the opportunity to provide many new and improved services to residents of the communities in Link Transit's service area.
2. The Chief Executive Officer has an opportunity to foster a more focused, cohesive team strategy, and restructure facilities to house staff in one location.
3. Three long time managers are retiring in the coming years. Motivated succession candidates have been identified and will bring new energy to the organization.
4. The Chief Executive Officer has an opportunity to shape the agency by developing the agency's vision and goals of the future.

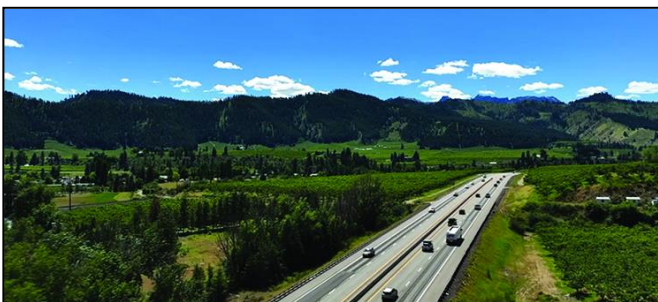
Challenges:

1. There are current challenges being faced in implementing the service expansions promised in Vision 2020 due to the challenging labor market that has made recruitment and retention challenging.
2. The Chief Executive Officer will manage issues surrounding the implementation of, or an attempt to repeal, the agency's additional .1% of sales tax funding.
3. The agency's transition to an all-electric fleet, including managing and keeping up with technology for maintenance and IT staff.

THE IDEAL CANDIDATE

Education & Experience:

A bachelor's degree in transportation planning or management, public administration, or related field, and five (5) years of increasingly responsible management experience in a public transit agency is required. Experience as chief executive officer of a public transportation agency is highly desirable, but not required.



Necessary Knowledge, Skills, and Abilities:

- Skills as an innovative executive leader with strong leadership, communication, and interpersonal skills with the desire and ability to interact with the entire agency workforce.
- The ability to promote the agency's needs at the Federal, Local, and State levels.
- Experience managing large capital projects to guide the agency into the future and demonstrated successful construction/project management skills.
- A willingness to engage the community by listening to and supporting their needs and being visible throughout the local communities.
- Skill thinking outside of the box and developing innovative ideas as the transit industry adapts to Covid recovery and different transportation needs.
- Skill as a leader who is a visionary and who has the expertise in building a long-range plan to anticipate what the future may bring.
- The ability to provide the necessary information and recommended options with pros and cons so the Board can make well thought out decisions regarding policy and operations.
- Experience accessing route structures and making necessary modifications to meet the growing demands of the region.
- The ability to foster a positive workplace culture and help brand the agency so that they attract and retain the best employees.
- Strong executive leadership skills able to motivate, develop, and mentor staff, and develop effective teams.
- The ability to develop and maintain a strong organization that places a high degree of importance in employee development, recognition, and performance management.
- A demonstrated ability to build trust with policy makers, staff, and regional government agencies and businesses.
- Strong written and oral communication skills, and the ability to keep the Board engaged and apprised of agency operations, orally and in writing, beyond the regular Board meetings.
- Knowledge and experience as an executive leader, preferably in a government or quasi government agency.
- Strong budget and finance knowledge and experience relating to operations and capital funds.
- The ability to review, ask the right questions, but able to be decisive as needed.
- The ideal candidate will be open and honest, empathetic, and a good steward of public funds.

COMPENSATION & BENEFITS

- **\$175,000 - \$200,000 DOQ**
- Medical, Dental, Vision, and Prescription Drug Insurance. 2023 employee share of the monthly \$1493.34 premium is 149.34 per month (10%).
- Life Insurance.
- Short-Term and Long-Term Disability Insurance.
- Six (6) paid holidays, plus four (4) floating holidays.
- Washington PERS.
- 32 Days' General Leave. Number of days increases with Longevity.
- Optional 457 Retirement Plans.
- Optional Section 125/Cafeteria Plan.
- Optional AFLAC.
- Optional Club Link \$1.50 per pay period.
- Car Allowance: \$445/month.
- Annual Manager Gain Sharing.
- A commitment to work-life balance.

For more information on Link Transit, please visit:

www.linktransit.com



Link Transit is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 16, 2023** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Link Transit, WA – Chief Executive Officer**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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