

ATLANTA REGIONAL COMMISSION

Executive Director



ARC



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EXECUTIVE RECRUITMENT

THE POSITION IN BRIEF

The Atlanta Regional Commission (Atlanta, GA) seeks a highly qualified professional with a breadth of relevant experience and a track record of success for the position of Executive Director. Under the direction of the Board and its Chair, the Executive Director serves as the Chief Executive Officer for the Atlanta Regional Commission (ARC) and provides executive oversight of day-to-day operations.



THE REGION

The Atlanta-Sandy Springs-Alpharetta MSA, which subsumes the ARC's 11-county region, is home to more than 6 million people across nearly 8,400 miles and is among the 10 most populous metropolitan areas in the country. With more than 150,000 businesses, metro Atlanta is an attractive destination for Fortune 500 and 1000 companies due to the region's comparatively low cost of doing business, ease of travel around the world through Hartsfield-Jackson International Airport, the thriving innovative ecosystem, a business-friendly environment, and a pipeline of talent fed by the 66 colleges and universities in the region.

Metro Atlanta is one of the nation's most important logistics hubs and boasts a growing technology sector. The region has also become one of the nation's top spots for film and video production and is home to some of the largest employers and best-known brands in the United States and worldwide, including Coca-Cola, Delta Airlines, UPS, Cox Enterprises, Georgia-Pacific, NCR Corporation, Home Depot, Equifax, Carter's, and many others. The Centers for Disease Control and the Federal Reserve Bank of Atlanta are also located in the region.

The region boasts major league baseball, basketball, football, and soccer teams, and three NCAA Division I programs. State-of-the-art museums and performing arts venues span the metro area and regularly attract major events and collections. Other significant attractions in the region include the National Center for Civil and Human Rights, the MLK National Historic Site, Zoo Atlanta, World of Coke, the Georgia Aquarium, and Six Flags over Georgia. And if that weren't enough, major festivals and events take place year-round, including Music Midtown, the Atlanta Film Festival, Atlanta Arts Festival, the National Black Arts Festival, Atlanta Dogwood Festival, Dragon Con, the Peachtree Road Race, and the Atlanta Pride and Black Pride festivals.

The population of metro Atlanta has grown by more than 15% since 2010 and is expected to continue that trend, adding more than 1.2 million jobs by 2050 across the healthcare, retail, education and professional, and scientific sectors. As a regional planning authority, ARC will play a significant role in shaping and guiding this burgeoning megalopolis into the future.



THE ARC ORGANIZATION

ARC is governed by a 41-member board consisting of both elected officials and citizen members and is among the most respected multi-jurisdictional planning agencies in the country. It is the regional planning and intergovernmental coordination agency for 11 counties in the Atlanta region, comprising a population of approximately 5 million.

ARC was recognized as an [Atlanta Journal-Constitution Top Workplace](#) in 2021 and 2014 and is governed by its 5 Evolution Principles:

- **Interdisciplinary** by promoting professional and interpersonal connections and integration across functional disciplines
- **Holistic** by seeking expertise within the team, Group, or Agency to produce his/her work output, and demonstrating a strong understanding of and support for interrelationships between their work and the work of others in the team, Group, or Agency
- **Actionable** by continuously striving to improve his/her capabilities to produce sustainable outcomes, and displaying a strong need for achievement and a high energy level to attain goals
- **Outcome Based** by taking the initiative to meet goals and expectations, and consistently striving to produce tangible results with significant visible impact
- Targeted toward **Ensuring Colleagues' Success** by willingly and deliberately providing his/her expertise to others in an effort to build and sustain effective internal and external working relationships, and by modeling behaviors that consistently demonstrate concern for colleagues' success, needs, respect, trust and integrity

THE ARC BOARD

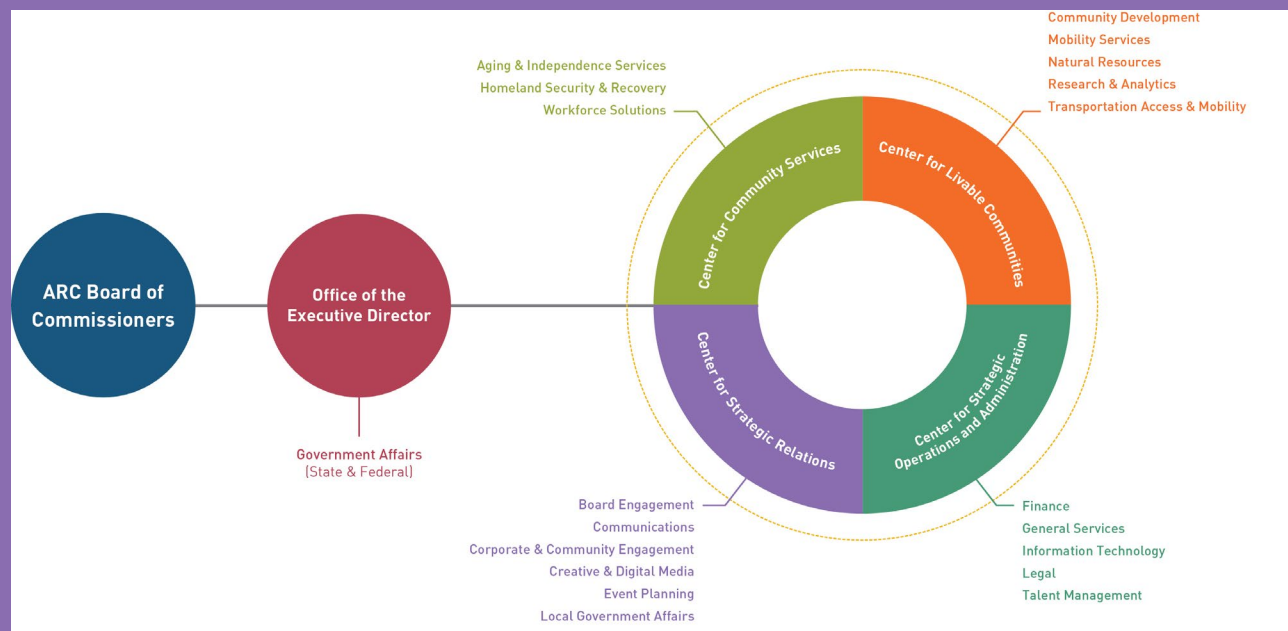




ARC enables the region’s leadership to focus attention, collaboration, and resources on critical issues affecting their collective future. It is one of 12 regional commissions in Georgia and the only one designated as a Metropolitan Area Planning and Development Commission. As such, it also serves as the regional planning and intergovernmental coordination agency and the federally designated Metropolitan Planning Organization (MPO) for the 20-county metropolitan area and is responsible for developing a multi-modal, transportation plan that meets all federal transportation and Clean Air Act planning requirements. Additionally, ARC serves as the federally designated Area Agency on Aging for a 10-county Atlanta region, providing services and policy guidance to improve the quality of life of older adults. ARC provides planning staff to the Metropolitan North Georgia Water Planning District, which develops comprehensive regional and watershed-specific water resources plans to be implemented by local governments in the 15-county metro Atlanta region, and serves as the administrative agency for the Atlanta Regional Workforce Development Board for 7 counties. Finally, ARC serves as the local administrative agency for the Atlanta Urban Area Security Initiative (UASI), which supports regional preparedness for homeland security issues for 5 core counties and the City of Atlanta.

ARC has a budget of approximately \$100 million (\$5.2 General Fund and \$94.8 Special and Enterprise Revenue), and an employee count of about 200 full-time equivalent employees. The Commission’s workforce is composed of subject-matter experts across the various disciplines under ARC’s purview. The Agency is known for its positive organizational culture and has thrived under a series of long-tenured Executive Directors. The current Executive Director will support his successor through a transition period culminating with his retirement in March 2022.

ARC ORGANIZATIONAL CHART



CHALLENGES, PROJECTS, AND KEY ISSUES

Like many mega-regions, metro Atlanta is addressing varied and evolving challenges. Each year, ARC conducts the Metro Atlanta Speaks public opinion survey to take the pulse of metro Atlanta residents and help guide the region's planning and decision-making on a range of critical issues related to equity, housing affordability, transportation and transit, water use, educating its youth, workforce development, meeting the needs of an aging population and actively addressing homeland security matters.

The 2020 survey offered some fresh insights on the stark effects of the COVID-19 pandemic, as well as insights into the state of race relations in metro Atlanta—a topic that drew heightened attention during this year's demonstrations.

The Pandemic's Acute Impact on Employment

- One in four workers indicated that they had been laid-off, terminated, or furloughed due to the COVID-19 virus.
- Nearly half — 45% — of those who were employed before the pandemic had seen their hours reduced, wages cut, or had needed to quit their jobs for safety reasons due to the pandemic.
- One-third of workers said they had worked from home as a result of the pandemic.

Heightened Housing, Hunger, and Economic Concerns

- Nearly 1 in 5 respondents (18%) said they received help from a food bank since March.
- And 1 in 6 respondents said they were not at all or only slightly confident in their ability to make their next mortgage or rent payment.
- If faced with a \$400 emergency expense, 27% of respondents would have to borrow money, sell or pawn something, be unable to pay right now—or did not know what they would do.

Top Regional Issues: Public Health, Crime, and Economy

- When asked to name the biggest problem facing the region, 17% of respondents said public health — that's up from 7% in 2019.
- Crime came in second, at 16%, with the economy third, at 15% — up from 7% in 2019.

Insights on Race Relations in Metro Atlanta

- This year's survey also shed light on the state of race relations in metro Atlanta, a topic that drew heightened attention during the summer's demonstrations.
- Nearly 12% of survey respondents named race relations as the region's biggest concern, compared to just 4% in 2019. On a new question this year, more than three-quarters of respondents (77%) either agreed or strongly agreed with the statement: "Discrimination against Black people in the United States is a serious problem."

METRO ATLANTA SPEAKS SURVEY 2020

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18% said they received help from a food bank since March.

TOP ISSUES

facing the region:

Public Health **17%**

Crime **16%**

The Economy **15%**

RACE RELATIONS

12% of survey respondents named race relations as the region's biggest concern

IDEAL CANDIDATE



The breadth of ARC's role and impact requires the Executive Director to possess a unique combination of experience, skills, and attributes. Surveys of the ARC Board and internal senior leadership, along with feedback from staff and external ARC stakeholders identified the following priorities:

Most Important Types & Combinations of Experience

- Prior experience reporting to a policy board or legislative body
- Subject-matter expertise in one or more ARC focus areas
- Relevant nonprofit, business, or private sector experience
- Local government generalist experience



Most Important Qualities & Attributes

- Collaborative approach
- Accountability and follow-through
- Political savvy without a political agenda
- Vision and future focus

Most Important Skills & Abilities

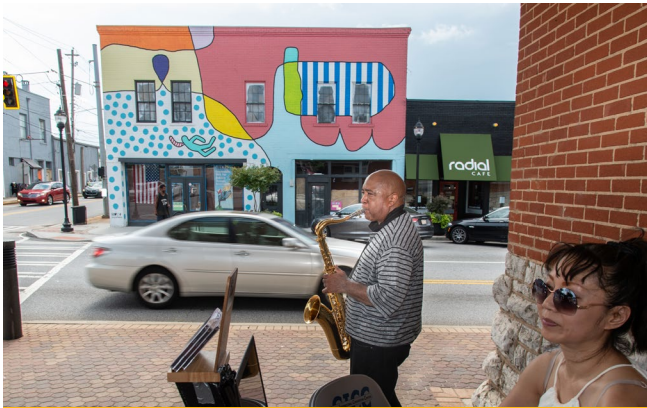
- Communication and public speaking skills
- A track record of cultivating a positive organizational culture
- Adept at dealing with difficult issues
- Consensus-building and facilitation skills



In addition, the successful candidate will:

- Possess a high level of personal and professional integrity, gaining the respect of the ARC Board, team members, elected officials, and other stakeholders
- Work effectively with state and federal legislative bodies
- Have a genuine passion for public service, including a commitment to the betterment of the Atlanta region
- Have the ability to think strategically, anticipate issues, and make comprehensive recommendations regarding cross-cutting policy matters affecting the region
- Be committed to advancing diversity, equity, and inclusion within ARC as an overarching priority
- Possess experience in leading, motivating, retaining, and attracting professional staff; and experience in evaluating staff effectively meet an organization's needs
- Maintain a calm demeanor during times of stress, while being open to listening to concerns and addressing them with alternatives





QUALIFICATIONS

Master's degree (or equivalent professional experience) in public administration, urban planning, or field related to the role, and 10 or more years of progressively responsible related experience at the senior or executive management level that includes significant management and supervisory experience in a leadership role in public or related private sector entities.

COMPENSATION & BENEFITS

The target salary range for this position is \$275K – \$300K (salary range negotiable based on qualifications).

HOW TO APPLY

Apply by October 15, 2021, at www.GovHRJobs.com, to the attention of Dele Lowman Smith, Senior Vice President, and Byron Marshall, Vice President, 630 Dundee Road, #130, Northbrook, IL 60062. Tel: 847-902-4110.

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