CEO Selection Process

CEO Selection Committee Meeting December 2, 2021



CEO Selection Process Outcomes

1) Selection of a High Performing, ST Values-Aligned Transit Executive to Lead Sound Transit

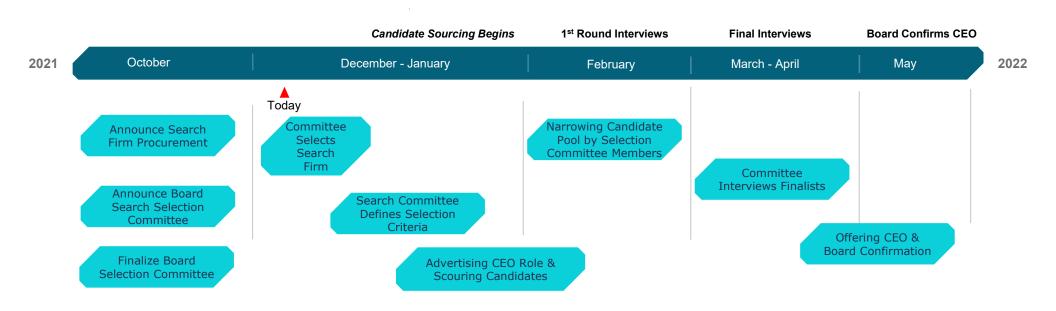
- Diverse slate of candidates that have high probability of delivering ST's mission with demonstrated commitment to a reliable, desirable and safe service.
- Candidates who have a commitment to the Agency's anti-racist strategy, sustainable outcomes, community enrichment and well managed financial assets.

2) Exceptional Candidate Experience

 Selection Committee will keep candidate slates confidential to ensure attraction of strong a strong pool who may not want their candidacy revealed for a variety of reasons



CEO Search Process Overview



Selection Committee Chair Provides Updates at Board of Directors Meetings



Search Firm Selection (Dec)

Selection Committee will:

- Review proposals received through competitive procurement process
- Select an executive search firm consultant



Defining Selection Criteria (Dec)

- Executive Search Firm will work with the following stakeholders to develop draft criteria:
 - Non-Selection Committee Boardmembers
 - Incumbent CEO
 - Select members of agency senior leadership
 - ST Employee Led Groups

Selection Committee will determine:

 Skills, knowledge, abilities, experiences and behavioral indicators needed based upon the position description and key areas of agency focus over the next 5+ years



Advertising the Role (Dec – Jan)

- Selection Committee reviews advertising materials and supported marketing collateral
- Executive Search Firm launches national search and begins sourcing candidates
- Selection Committee reviews initial candidate resumes to refine search



Narrowing Candidate Slate (Feb)

- Selection Committee will review the candidate slate with the search firm to narrow first round candidates
- Selection Committee will conduct initial phone screens to narrow first round candidates to final slate
- Executive Search Firm will conduct preliminary references and background check



Interviewing Finalists (March – April)

- Selection Committee will interview final slate of candidates
- Executive Search Firm will gathers additional feedback and perform a full reference and background check on finalist



Offering Process (May)

- Selection Committee will make a final recommendation on a CEO finalist and begin employment contract negotiation
- Sound Transit's Board of Directors appoints the new CEO



Announcing New CEO

 Selection Committee will work with Sound Transit's Communications Department to a develop media package, internal staff and other key stakeholder announcements



Onboarding New CEO

 Selection Committee will work with Sound Transit's CEO Office, HR, and Communications departments and others to develop an onboarding plan to ensure CEO success



Thank you.

