

# *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 gather 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 develop a 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.*



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