

CEO Recruitment Update  
February 18, 2022

On February 2nd, CPS HR finalized the Summary Report of the Stakeholder Outreach that was designed to gain insight to build the Ideal Candidate Profile for our search for the next CEO of Sound Transit. This work engaged nearly 50 individuals for over 20 hours, including a session with the Selection Committee on January 26th and 2 letters received in the public comment process. We have received some additional interest from stakeholders wishing to engage in the process. We are continuing to engage with interested stakeholders and will utilize any additional findings to assist in developing the interview and selection tools. Please see attached final report.

Below, you will find the planned next steps for the recruitment:

- The Recruitment Brochure was finalized on February 17, 2022 (see attached). Acting on a suggestion from the Employee Resource Groups, we included a Bias Audit in the review process to ensure that our use of language and photos created an inviting message to all potential candidates.
- The Recruitment Brochure will be posted on general recruitment websites with a focus on industry-related sites.
- CPS HR will be conducting additional outreach by searching out to established contacts, database lists and industry leaders.
- Interested parties will be directed to contact the recruitment firm to answer their questions or concerns.
- As qualified candidates apply for the CEO position, CPS HR will conduct a screening interview. This process includes a Leadership Self-Assessment that was designed by the University of Southern California, Sol Price School of Public Policy. This type of screening was added based on the strong feedback from stakeholders regarding the importance of the future CEO to possess solid leadership skills.
- The recruitment will close on March 27, 2022.
- CPS HR will work with the Selection Committee to identify the candidates that will be considered for the interview process. The interviews are scheduled for late April.

The recruitment process has been built on an inclusive and transparent approach. This work has increased interests of stakeholders to remain engaged in the selection process. We are considering the use of an online survey tool to continue to gather feedback throughout the steps to select the future CEO of Sound Transit.

Andrew Nelson  
Joanne Peterson