



CHIEF EXECUTIVE OFFICER

Our client, the Philadelphia Regional Port Authority, a landlord port rather than an operating port, is seeking an outstanding professional for the role of Chief Executive Officer. This search is a result of a pending retirement of the incumbent CEO.

Overview

The Philadelphia Regional Port Authority (PRPA) was established with the passage of the Philadelphia Regional Port Act of 1989. As a landlord port, PRPA tenants handle about 22% of the tonnage shipped through the Port. The Port's boundaries extend 23 miles.

The PRPA plays an integral role in Pennsylvania's economic life by contributing to job creation and the development of international trade. PRPA terminal operators provide more than 9,000 direct and indirect jobs in the Philadelphia region. Spending by PRPA terminal operators accounts for more than \$200 million per year in the local economy. PRPA operators generate more than \$75 million annually in state and local taxes. The Port has experienced an unprecedented revival crowned by five years of consistent double-digit cargo growth. PRPA employs approximately 80 people including 15 maintenance personnel and 6 terminal security guards. Authority staff are segmented into four departmental categories including, External Affairs, General Administrative, Maintenance, and Operations.

The Port is the largest refrigerated/perishable cargo handling port in the U.S. The Port deals in containerized and liquid bulk cargo, automobiles, and break bulk, paper and petroleum products.

PRPA is positioned to grow their cargo handling capacity thanks in part to key advantages such as the Port's direct access to two interstates and an expansive railway hub. In addition to the deepening of the Delaware River, the development of the South Port Marine Terminal should result in greater shipment of goods through PRPA.

For additional information on the PRPA please go to www.philaport.com.

Position Summary

The CEO will lead the development of a new strategy to ensure that the PRPA is a financially sustainable economic engine for the regional economy; fully develop and lease all PRPA properties, warehouses, and berths ensuring current and future growth; lead the Port in an efficient and financially sound manner; and develop and nurture relationships in the maritime, shipper and real estate development communities. He/she will create an atmosphere and unified culture of leadership, innovation, and empowerment among the staff.

A critical component of the CEO role is to oversee chief officers for Sales & Marketing, External Affairs, General Administrative, Maintenance, and Operations.

Duties & Responsibilities

The CEO must have demonstrated experience in being a visionary and outside-the-box thinker in growing a maritime, real estate development, or related organization of a similar size and complexity. The CEO will work to modernize onsite and adjacent infrastructure to develop vacant and underutilized real estate based on “highest and best use” consistent with the strategy of the Authority. He/she should have a long term focus and work to reorient the Port’s focus on achieving long term growth and financial sustainability.

The specific duties of the Chief Executive Officer in support of the PRPA goals are:

- Lead the overall growth efforts of the organization by developing and enhancing the necessary commercial relationships with shipowners, shippers, tenants, railroads, 3PLs, and other entities that can add value and promote the commercial and financial success of the Port and the Port’s operators
- Ensuring that the brand of the Port is enhanced and protected
- Administer the broad programmatic areas of business development/marketing, infrastructure development, finance, operations, and promotion of PRPA’s facilities
- Develop and sustain solid relationships and proactive communications with the PRPA Board
- Develop short and long-range goals for carrier and cargo capture and capital improvement projects to ensure PRPA’s terminals are the best, safest and most efficient in the nation
- Direct the overall administration and oversight of the Authority’s staff including mentoring and professional training & development
- Focus on streamlining costs to align operating expenses with operating revenues; maintain a balanced budget in order to continue to reduce the annual operating subsidy provided to the PRPA by the Commonwealth and federal funds
- Direct the negotiation, preparation, and execution of all contracts and leases entered into by the Authority and any matters under review by various legislative or regulatory bodies

- Act as chief communicator to the relevant local and state elected officials, non-elected officials, the federal government, and related maritime and development agencies, community organizations, shippers and shipowners, related major transportation companies (e.g., Class I railroads), and the associated port community
- Maintain liaison with these officials on matters pertaining to the maritime industry to support, preserve, and enhance the important contribution of the Port to the economic vitality of the state
- Seek out and maintain awareness of long-term market trends in guiding the Port to the next step in its lifecycle
- Ensure that there are constructive and harmonious relationships with labor organizations

One of the major anticipated projects going forward is the development of the Southport Marine Terminal Complex and the new CEO will be charged with overseeing the development and ultimate success of this complex.

To thrive in this position one must have a strong sense for what it takes to succeed in a public sector environment and effectively develop relationships with both internal and external constituents. We are seeking an outgoing commercial oriented CEO.

Selection Criteria

Candidates for this role must have a Bachelor's Degree from an accredited college or university with a focus in business administration, economics, transportation, law, or an equally related discipline. Possessing an MBA or related advanced degree is a plus. A minimum of 15 years' experience in a senior management function is required with broad functional and span-of-control responsibilities. Prior seaport / maritime experience while highly desirable, is not an absolute requirement. Strong knowledge of real estate development issues is preferred.

To succeed in this position one must be innovative, outgoing, and collegial, a strong delegator and mentor, possess outstanding interpersonal skills, and have a reputation for good judgment, emotional intelligence, and unquestionable integrity.

The ideal candidate will have the majority of the following skills and attributes:

- Visionary and strategic focus
- Proven track record of strong leadership necessary to ensure the organization's mission a success
- Client centric, strong business savvy with attention to detail---must have a "business case" orientation relative to development projects
- Understanding of economic development impact the port presents to the region es
- Results oriented and accountability (KPIs) focused
- Strength in team-building and staff motivation
- Ability to see the big picture but also to develop solutions in addressing commercial, technical and operational hurdles

- Excellent interpersonal skills
- Outstanding writing, verbal and presentation skills
- Decisive and calm under pressure
- Transparent having one's ego well in control
- Experience in succeeding in a diverse, international environment and in partnering with a diverse Board of Directors and Advisory
- Possess outstanding listening skills and a good sense of humor
- Industry reputation for unquestioned ethics and fair dealing

Compensation & Benefits

This is an exciting career opportunity for an individual interested in a genuine professional challenge. With this position comes a competitive compensation and benefits program.

The Officer in Charge of this engagement is Tim McNamara, Managing Partner and Boyden's Global Transportation Practice Leader. He will be assisted by Diana Farmer, Senior Associate. Interested parties should submit in electronic format a resume with compensation history, and a cover letter outlining reasons for their interest in the position, including detail on the aforementioned responsibilities, attributes, and qualifications to dfarmer@boyden.com. You may also contact us via our Toll Free Phone number at +1.877.2.BOYDEN (226.9336) for additional information.

Boyden global executive search

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