



MONTGOMERY COUNTY ECONOMIC DEVELOPMENT CORPORATION

The Montgomery County Economic Development Corporation (MCEDC) is the official public-private economic organization representing Montgomery County, Maryland. MCEDC is a start-up organization which was incorporated in the fall of 2015 by unanimous approval of the County Council. MCEDC will replace both the Department of Economic Development (DED) and its private-sector-led affiliate, the Montgomery Business Development Corporation (MBDC). Privatizing economic development is an example of the forward and cooperative thinking of the County Executive, County Council, and the business community in their quest to maintain Montgomery County's competitiveness as Maryland's economic development engine and as a recognized national leader in biotechnology, health information technology, and cybersecurity.

The Montgomery County Economic Development Corporation is seeking a dynamic, high-energy executive who is focused on working in collaboration with private and public sector stakeholders and investors to create a global brand and to serve as the face of economic development in the County. MCEDC seeks a leader who is passionate about driving sustainable job growth and aggressively pursuing the creation of effective partnerships and relationships throughout the County and the region. The CEO will drive the creation of a County-wide economic development strategy that capitalizes on the rich diversity of the region while aggressively marketing the region's exceptional value to global markets.



MONTGOMERY COUNTY – GATEWAY TO THE NATION'S CAPITAL

Montgomery County is a knowledge-based business and research hub strategically located next to Washington, D.C. and is the epicenter for biotechnology, health information technology, cybersecurity and a diverse range of knowledge industries in the Mid-Atlantic region. The County has one of the highest per capita income levels in the United States and is also recognized for one of the highest levels of advanced education. Montgomery County also boasts one of the most culturally diverse populations in the state.

the mid-Atlantic's robust business community. It is centrally located in the region's federal and advanced technology marketplace and offers a variety of competitive advantages to doing business.



Montgomery County is the epicenter for biotechnology, health information technology, and cybersecurity in the Mid-Atlantic region.

Montgomery County is also a leading economic driver within the State of Maryland and is the premiere address for





ADDRESS FOR BUSINESS

Montgomery County is one of the nation's leading corporate headquarters destinations with over 60 major corporate headquarters facilities, over 300 biotech companies, and 18 federal agencies. With an array of locations providing advanced transit infrastructure, a highly educated workforce, and sophisticated lifestyle amenities, Montgomery County is a place business is proud to call home.

BIOTECHNOLOGY & LIFE SCIENCES

Montgomery County is a global center for Biotechnology and Life Sciences and is the epicenter of the Washington-Baltimore region's biotechnology industry. It is an internationally recognized life sciences hub. Capitalizing on a prime location in the heart of the region's federal and advanced technology sectors, the County is home to over 300 biotech companies, 10,000 highly educated biotech workers, and key federal research and regulatory institutions. Montgomery County is also home to BioHealth Innovation, the state's commercialization collaborative.

Top academic research institutions Johns Hopkins University (JHU) and the Universities at Shady Grove (University of Maryland System comprising nine academic institutions) have satellite campuses located in Montgomery County. In addition, the County is home to Montgomery College, a nationally renowned community college with three campuses serving 60,000 students. Its Germantown campus houses the Pinkney Innovation Complex for Science and Technology at Montgomery College (PIC MC). PIC MC is home to Holy Cross Germantown Hospital, the only hospital in the US located on a community college campus as well as the Bioscience Education Center. It allows Montgomery College to expand its mission of providing educational excellence in the sciences to meet the County's need for a highly skilled and knowledgeable STEM (science, technology, engineering and math) workforce.

The presence of global companies such as GlaxoSmithKline, AstraZeneca/MedImmune, Emergent BioSolutions, United Therapeutics, and Qiagen make the region attractive for



additional investment. Life Sciences is a significant industry sector for Montgomery County and having a strong core group of major biotech companies creates a unique sense of community that creates opportunities for funding, networking and business growth. The added presence of prestigious and world-renowned federal laboratories also increases the value of growing innovative companies in the County.

CORPORATE HEADQUARTERS

Several Fortune 500 companies are among the major corporations that call Montgomery County home: Marriott International, Lockheed Martin, Discovery Communications, and Host Hotels and Resorts. Other major employers include Adventist Healthcare, Holy Cross Health, Kaiser Foundation Health Plan, Westat, GEICO, Henry M. Jackson Foundation, Sodexo, Red Coats, Inc., and Hughes Network Systems.



GOVERNMENT

Montgomery is home to the National Institutes of Health (NIH), the Food and Drug Administration (FDA), the National Institute of Standards and Technology (NIST) and the Walter Reed Army Institute for Research. In addition, The Agency for Healthcare Research & Quality, Armed Forces Radiobiology Research Institute, Indian Health Services, National Oceanic & Atmospheric Administration, Natural Resources Conservation Services, and the Naval Medical Research Center all reside in Montgomery County. This government presence supports the diverse and growing biotech and life sciences sectors in the County.





WORKFORCE

Montgomery County has an exceptionally strong workforce and is known as a top-tier location for innovation. The County is dedicated to retaining and attracting young professionals. Smart growth development projects that are near the Metro are underway that provide housing, entertainment, and living amenities within walking distance. There are many supports and resources for Young Professionals in Montgomery County.

Forbes Ranks Montgomery County 10th in the U.S. for educated workforce.

EDUCATION

Montgomery County has a long-standing commitment to quality education and life-long learning—a commitment that benefits students, job-seekers, and businesses in their quest for growth and advancement.

K-12 Education

- Montgomery County’s public school system (MCPS) is routinely ranked as one of the best in the United States. Eight MCPS high schools offer the academically rigorous International Baccalaureate program.
- In 2010, MCPS won the prestigious Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. MCPS is only the sixth public school system to receive the award.
- The County also offers a wide range of private and parochial school options.



Higher Education

- There are approximately 50 institutions of higher learning within a one hour drive to the heart of Montgomery County.



- Montgomery College, one of the nation’s leading community colleges, offers 130 majors and programs at its three campuses and sites across the County.
- Johns Hopkins University’s Montgomery County Campus offers more than 60 part-time degree and certificate programs through the Carey Business School; the School of Education; the Whiting School of Engineering – Engineering for Professionals; and the Zanvyl Krieger School of Arts and Sciences.



- The Universities at Shady Grove offers more than 70 undergraduate and graduate degree programs from nine respected institutions within the University System of Maryland at one central location in Montgomery County.



- The Uniformed Services University of the Health Sciences, a center for excellence for military and public health professions, works in partnership with the Henry M. Jackson Foundation.
- The Howard Hughes Medical Institute promotes biomedical research and science education and runs the largest privately funded education grant program in the US to support science education from elementary through post-graduate.



TRANSPORTATION

Montgomery County’s extensive transportation network provides organizations with access to customers, workers, and distribution ports. The community has excellent road, rail, and air transportation networks as well as one of the nation’s most robust public transit systems.

Train & Metro



The Metro rail is the subway system that can transport you throughout the D.C. metro area. There are 13 metro stops on the red line in Montgomery County taking you directly to the heart of Washington, D.C. in 30 minutes or less.



The MARC (Maryland Area Regional Commuter) train has three stops in Montgomery County including Gaithersburg, Rockville, and Silver Spring on



the Brunswick Line. The Amtrak train station in Montgomery County is conveniently located at the Rockville Metro station.

Airports

Montgomery County is conveniently located to three airports: Baltimore/Washington International Thurgood Marshall Airport (BWI), Ronald Reagan National (DCA), and Dulles International (IAD), all containing commercial passenger and air cargo services and all within a 45-minute drive.

The Montgomery County Airpark provides commuter and corporate air service.



QUALITY OF LIFE

Highways

Montgomery County has major roads that connect the community to all points along the east coast.

- I-270, commonly known as the “270 Technology Corridor”
- I-495, the Washington Beltway
- I-370
- US Route 29
- MD 200, the Inter-County Connector, a newly opened road which connects the County directly to I-95, Baltimore, and points east.

Ports

The Port of Baltimore, with a 50’ channel, is a leading automobile and break-bulk port with seven public terminals.

Buses

Montgomery County is well served by an extensive public bus network including 41 Metrobus routes and local service via the County’s Ride-On bus system.



The quality of life in Montgomery County is first rate including top-rated schools, excellent healthcare with 5 major hospitals, low crime rate, numerous commuting options, and high homeownership. Montgomery County is one of the most affluent counties in the nation as well as the best educated. No other County has a higher percentage of residents over 25 years old who hold a post-graduate degree. The County is rich with diversity with almost one third of residents being foreign born. Montgomery County is an important business and research hub with one of the largest biotechnology clusters in the nation. It is also the home to many federal agencies resulting in expanded job opportunities. Montgomery County offers diverse communities from quaint historic communities to trendy urban commercial centers.

Montgomery County is rich in cultural activities including 60 galleries, 22 theaters, 50 historic venues, and over 9,000 restaurants specializing in ethnically diverse cuisines. The most popular venues include: The Music Center at Strathmore, The Fillmore Silver Spring, and Bethesda Blues and Jazz Supper Club. Enjoy local talent as well at regional stages such as Olney, Round House, F. Scott Fitzgerald theaters as well as Imagination Stage and the AFI Silver Theater and Cultural Center. Historic parks such as Glen Echo Park, Brookside Gardens, and the Audubon Naturalist Society’s Woodend.



Montgomery County has four distinct and beautiful seasons. The seasonal variation rarely lapses into extreme temperatures with precipitation heaviest in the summer.

Montgomery County boasts a broad variety of homes, locations, and prices. Housing is available for individuals seeking an urban, suburban, small town, or country feel. In a year-over-year comparison from February 2012 to February 2013, median sales prices are up in Montgomery County. Sales prices were 98 percent of the list price.

Whether you want to join a team, hit a round of golf, fish, swim, or cheer for your favorite professional team, Montgomery County’s sports and recreation options guarantee the ideal environment for fun.

Montgomery County residents can enjoy the excitement of world-class professional sports year round. Professional teams include: Washington Nationals (baseball), Washington Redskins (football), Washington Wizards (men’s basketball), Baltimore Orioles (baseball), D.C. United (soccer), Washington Capitals (Ice Hockey), and the Washington Mystics (women’s basketball).

Montgomery County offers superb accommodations and luxuries, recognized restaurants offering diverse menus, spectacular gardens and scenery, outstanding shopping including specialty boutiques, and high-end stores. Rich in history, Montgomery County offers wonderful historical attractions.

Montgomery County ranks #1 in the Best Counties to live in, in Maryland!



ORGANIZATIONAL OVERVIEW

MCEDC is a public-private organization (501.c.3) representing Montgomery County, Maryland in pursuit of a healthy and vital economic future. The seed funding for core functions of marketing, business attraction, business retention, entrepreneurship, and market research comes from the Montgomery County government. Additional private-sector revenue sources will be developed by the new CEO. MCEDC's office location will be selected to take advantage of regional partnerships and efficient use of back-office resources. MCEDC's mission will entail crafting and executing a County-wide economic development practice, economic development strategy, and branding with the goal of supporting long term economic viability and increasing sustainable jobs in the region.

MCEDC will work in collaboration with all existing regional economic development, community, and business organizations to multiply their impact in the region. MCEDC will utilize the wealth of studies already completed to craft economic development, marketing and branding strategy, and initiatives.

ORGANIZATIONAL DEVELOPMENT & TRANSITION

The Montgomery County Economic Development Corporation (MCEDC) was incorporated in the fall of 2015 following the County Council's unanimous approval of the 10 private-sector members of the board on November 3, 2015. To date, the board has focused primarily on building the administrative and governance structure.

Under Montgomery County's law governing the establishment of MCEDC, Bill 25-15, MCEDC will replace both the Department of Economic Development (DED) and its private-sector-led affiliate, the Montgomery Business Development Corporation (MBDC). The two organizations' business development operations will be integrated into MCEDC's portfolio.

The Office of the County Executive will transfer \$500,000 from DED to MCEDC for FY'16 to cover the organization's initial expenses. A budget for FY'17 (between July 1, 2016 and June 30, 2017) is also being formulated with input from the Office of Management and Budget and DED. MCEDC's initial annual budget is expected to be approximately \$5M. The staff is expected to grow as determined by the CEO and driven by mutually agreed upon performance objectives.

With the phase out of both the DED and the MBDC, several functions and initiatives are envisioned to be transferred to MCEDC. A Transition Plan (January 2016) has been developed to help guide the transfer of responsibilities and resources.

LEADERSHIP PROFILE

The President & CEO is responsible to build the organization (start-up) as well as the development, conduct, execution, and management of the policies, programs, and initiatives of MCEDC as directed by its Board of Directors in its mission to improve the long-term economic health and vitality of Montgomery County. MCEDC seeks to focus on enhancing the County's economic development strategy and increasing employment and capital investment.

MCEDC seeks an individual who can champion the tremendous opportunities and energy that exists in Montgomery County. The entire community including corporate, government, cultural, business, and philanthropic leaders have joined together in this initiative to make the world aware of the advantages of working, investing, and living in Montgomery County.

MCEDC desires a proven leader who understands the importance of a strong, cooperative, and coordinated regional program. The organization seeks an individual who is action-oriented and can leverage relationships, resources, energy, and partnerships to attract new business and retain and expand existing business in the County.

MCEDC wants to identify a "future-focused" leader to build the new organization, drive sustainable jobs, and regional growth. The CEO must be a strategically-focused, metrics-driven executive possessing strong sales and marketing expertise, and be passionate about driving sustainable job growth in the County. A proven "rainmaker," the CEO will develop and implement a progressive economic development strategy, create a brand, and aggressively pursue national and international business recruitment and retention efforts.

The CEO will participate in, and lead as necessary, regional economic development efforts that will benefit Montgomery County and the region as a whole.





The CEO must be a charismatic, collaborative, servant leader capable of driving a top-tier, County-wide economic development organization devoted to five primary activities:

- Marketing
- Business Attraction
- Business Retention and Expansion
- Entrepreneurship and a Creative Economy
- Economic and Market Research

Accountable for positive job creation including high-wage, high-quality positions as well as the recognition of Montgomery County as a “hot-spot” for business growth within the national economic development and site selector communities.

Preferred Market Segment Experience:

- Research conducted by the Montgomery Business Development Corporation, in conjunction with Boyette Strategic Advisors, indicates that the following target markets have strong growth potential within Montgomery County. The CEO will ideally be familiar with some or all of these sectors:
 - Corporate/Regional Headquarters (Biohealth, Financial Services, Hospitality, IT and Cybersecurity)
 - Biohealth (Therapeutics, Diagnostics, Medical Devices, Healthcare Services, E-Health, Mobile Health, Electronic Medical Records, Health Informatics, BioHealth Cyber Security)
 - Entrepreneur and Innovators
 - Financial Services (Investment Firms, Venture Capital Firms)
 - IT and Cybersecurity (Computer System Design, Software Development)
 - Federal Government Sector



CEO FIRST YEAR EXPECTATIONS

Strategy

- Define and syndicate MCEDC vision and strategy with key stakeholders (e.g. Board and other County partners)
- Complete business plan and structure for a fundraising campaign to secure a multi-year operating budget
- Establish credibility within Montgomery County investor community as evidenced by strong regional relationships

Organization

- Identify and hire talent to fill initial organization structure
- Create fully-functioning operation with robust best practices and procedures
- Standardize shared services and infrastructure practices with local partner

Retention

- Coordinate, develop, and implement a County-wide retention model
- Implement, test, and refine collaborative protocols for projects and efforts – coordinate with chambers and all local regional development partner organizations

Attraction and Expansion

- Transition and create a county asset database including all public investors' information
- Attend key attraction conferences; top-tier site selectors event to showcase Montgomery County
- Expansion capabilities marketed to key local companies

Marketing

- Develop a marketing strategy for Montgomery County based on MCEDC strategy
- Develop retention, expansion, and attraction materials for MCEDC and area partner use
- Build and increase MCEDC momentum within the local community

Investors

- Develop engagement and update models for all MCEDC investors
- Actively reach out to potential investors to build overall investor pool
- Build a solid relationship with the Maryland Department of Commerce



ORGANIZATIONAL DUTIES AND RESPONSIBILITIES

This position is the President and Chief Executive Officer of the Montgomery County Economic Development Corporation that will have responsibility for overall administrative and management direction for the organization. The primary mission of MCEDC is to market Montgomery County worldwide as the region of choice for business investment and expansion. This leader will position MEDC as the County's lead economic development and marketing organization for promoting, recruiting, and expanding businesses in Montgomery County. The ability to retain and grow existing businesses is of paramount importance. The CEO will lead an organization that enhances the impact of all companies invested in Montgomery County including small business and culturally diverse entities. The CEO will also advocate for strengthening the entrepreneurial ecosystem helping to develop a community that cultivates and encourages entrepreneurs while making maximum use of the local diverse, skilled population.

Areas of primary focus include marketing Montgomery County; recruitment and retention of business and industry including large and small businesses; formation, approval, and management of the annual budget; and, the development of other funding sources. This position is responsible for working with private sector leaders as well as elected and appointed officials in the counties, cities, towns, villages, census designated places, and unincorporated communities that comprise the County. The position reports to and serves under the direction of The Montgomery County Economic Development Corporation's Board of Directors and works in concert with other public/private business organizations including:

- Office of the County Executive
- Montgomery County Council
- Municipal Governments (Cities, Towns, etc.)
- Colleges and Universities
- Local Chambers of Commerce
- Military and Federal Agencies
- WorkSource Montgomery
- Visit Montgomery
- BioHealth Innovation
- Development Corporations
- Key industry associations and business groups

The CEO serves as chief spokesperson of the organization and represents the organization with local, state, and national organizations. Responsibilities include but are not limited to:

- General administration, management, and leadership of the corporation
- Brand development and marketing on a local and global scale
- Build regional coalitions, collaborative partnerships, and foster new and existing stakeholder relationships
- Coordination of efforts with the other regional organizations
- Oversees all research initiatives, programs and statistical reporting
- Develop and implement strategic plan including metrics to assess performance
- Budgeting and management of all financial components of the organization
- Perform other duties or assignments consistent with the mission of MCEDC as directed by the Chairman or Board of Directors





MCEDC ASCRIBES TO THE CEO EXECUTIVE COMPETENCIES IDENTIFIED IN RESEARCH CONDUCTED BY THE INTERNATIONAL ECONOMIC DEVELOPMENT COUNCIL (IEDC). RELEVANT CEO COMPETENCIES INCLUDE THE FOLLOWING:

Analysis and Decision-Making Skills

- Understands large and complex economic development projects that may extend over many years. Has executive, strategic, and long-term critical thinking capacity.
- Understands basic statistical reporting; has worked with US Census and Economic Development data from national, state, and local jurisdictions.
- Is flexible and open to ideas, opinions, and perspectives.
- Is able to proactively make judgments based on data, experience, and intuition.
- Probes and digs for follow-up and additional information.
- Can make rational decisions and judgments in ambiguous situations.
- Integrates own and others' ideas into a cohesive perspective and plan of action.
- Anticipates the impact of behaviors, actions and decisions on multiple stakeholder groups.

Economic Development Expertise

- Has demonstrated successful experience in economic development, economic development programs, marketing, business formation, tourism, property and land development, or related field involving significant financial deals.
- Understands the concepts, principles, and language of economic development, financing, property development, wealth creation, real estate, etc.
- With due regard to political considerations, negotiates deals with stakeholder groups (e.g., elected officials, boards, developers, site selectors, etc.) keeps the deal-making process moving and the parties in dialogue rather than allowing the parties to disengage.
- Is knowledgeable regarding technology industry expertise, small business, and government contracting.
- Is conversant with regard to public funding implications and mechanisms.
- Demonstrated experience working in diverse environments including knowledge regarding special populations, minority communities, and small business.

- Demonstrated deal closer with regard to business location, expansion and creation projects
- Demonstrated ability to effectively work with local and state incentive programs and performance agreements that lead to positive location decisions
- Takes appropriate risks and uses innovative approaches to economic development.
- Translates the directives of the Board into appropriate economic development efforts and activities.
- Has an education in business, finance, economics, accounting, public administration, urban planning, public policy or related area, or relevant experience.

Governance Skills

- Builds open channels of information and effective relationships with the board and anticipates questions and needs of the board.
- Establishes an organizational climate that is inclusive and effectively responds to needs and fosters sustainability and growth of local small and minority owned businesses in the County.
- Listens to opinions of board members and helps develop consensus and forward movement.
- Makes self-accountable to board; readily admits own mistakes and shortcomings, and offers solutions to address.
- Respectfully challenges the board if it moves from governance to management matters.
- Uses consultative selling strategies to raise funds for private economic development organizations.

Industry Vision

- Develops deep insight into the strengths and weaknesses of Montgomery County and its economic development needs. Maintains facts, figures, trend data, etc. to articulate this insight.
- Seizes opportunities to develop the economic base of Montgomery County, connects resources and needs, promotes strengths, sees strategic synergies, sees ways to address weaknesses, etc.
- Develops and communicates a vision and strategic plan for MCEDC. Keeps vision and plan current.
- Thinks creatively, strategically, and in an entrepreneurial fashion.



- Articulates vision and strategic plans aimed at attracting, retaining and growing economic activity in target clusters, while also systematically supporting the traditional economic base.

Leadership and Influence

- Builds common ground, convergence, and consensus about future direction of the organization, economic development initiatives, etc.
- Exhibits strong executive presence as reflected by behavior, appearance, demeanor, and posture.
- Effectively and articulately delivers presentations, proposals, reports, etc. to stakeholder groups; possesses strong public, group, and one-on-one communication skills.
- Listens to others' ideas and opinions; practices active listening.
- Uses a thoughtful and deliberative decision-making style, weighing risks and impacts on stakeholders.
- Collaborates, supports and shares credit for success with staff and stakeholder groups.
- Acts in a collaborative, confident and calm manner in a variety of situations, including when under pressure.
- Understands the emotions of others and understands how own behaviors affect others.
- Acts as an ambassador for the economic development organization and for the community.
- Proactively manages the media.
- Manages expectations of stakeholder groups, balancing optimism, and realism.

Management Skills

- Develops and uses a "system" to track, document, shepherd and guide economic development projects from inquiry to completion. Keeps the "system" current.
- Institutes management by fact, with close attention to the needs of stakeholder groups and fulfillment of mission to each and all stakeholder groups.
- Attracts, retains, and develops top talent.
- Establishes clear performance expectations, including results to accomplish, metrics to achieve, and processes to follow.
- Develops direct reports and ensures ongoing development of others in the organization.

- Manages meetings effectively, including provision of agenda, supporting material, and meeting notes.
- Provides direct and, at times, tough messages to stakeholder groups and does so respectfully without "burning bridges."

Relationships and Teaming

- Develops effective relationships and open channels of communication with each stakeholder group, owners of potential projects, resource groups, media, etc.
- Understands the needs, goals, and motivations of external stakeholder groups, as well as, internal supervisors, peers, and direct reports.
- Recognizes, articulates and resolves conflicts and differences of opinion among stakeholder groups.
- Manages own emotions and responds effectively to strong emotional reactions of others.
- Builds an effective executive team within the organization.
- Works effectively with stakeholder groups (e.g., special interest groups, workforce development, community colleges, universities, hospitals, small business, chambers of commerce including minority chambers, research institutions, citizen groups, etc.).
- Responsibility and Achievement (Self-Management, Ethical Integrity).
- Demonstrates strong personal commitment to the organization and its long-term success.
- Demonstrates the importance of confidentiality with all stakeholders.
- Possesses a strong sense of personal integrity, duty, and responsibility. Upholds ethical practices.
- Has a high level of personal energy.
- Manages time effectively and in relation to priorities.
- Engages in continuous learning.
- Conveys confidence, passion, and poise.





INTERPERSONAL CHARACTERISTICS

- “Honest Broker” – Recognition across sectors as an objective, authentic, and credible leader.
- Charismatic, collaborative, with a strong servant-style of leadership.
- Strong persuasion skills. Displays passion and conviction. Engages on regional issues and is able to build expert teams and rally support of key constituents necessary to effectively implement programs and projects which are within MCEDC’s key responsibility.
- Action-oriented, “get it done” economic development professional with a passion for change and a willingness to think regionally. Has a bias for action and leads collaborative efforts to achieve results. Recognizes and respects diversity and works effectively with people of different cultures, backgrounds, and industries.
- Remains fully engaged to insure that marketing initiatives generate documented results with regard to job growth and economic development.
- Strong Values – integrity, strong service orientation, confident yet modest, and assumes responsibility.
- Demonstrated experience as a visionary – the ability to see beyond today.
- Demonstrated creative drive – the ability to identify new solutions and “think outside the box.”
- Experience selling concepts and generating the excitement necessary to propel successful accomplishments.
- Expert listener with cross-cultural/intercultural communication skills.
- Proven political skills.
- Strong understanding of public finance, public incentive programs, and capital investment considerations.
- Strong written and verbal communication skills, particularly public speaking.

EDUCATION

Bachelor’s degree is required (Master’s preferred) from an accredited institution in marketing, business or government administration, political science, law, planning, or similar/related field. CECD certification preferred.



BEHAVIORAL LEADERSHIP PROFILE

Candidates will participate in a leadership assessment. Assessment results will be compared to the leadership profile developed for top performing economic development executives published in a study conducted by the International Economic Development Council (IEDC), Somerville Partners, and DHR International – *A Behavioral Leadership Model for Top Performing Economic Development Executives*.

COMPENSATION

A competitive compensation package will be provided to attract stellar candidates.

APPLICATIONS

Nominations and applications should be sent to:

Michele Counter
Principal
DHR International
mcedc@dhrinternational.com

APPLICATION DEADLINE: IMMEDIATE OR UNTIL THE POSITION IS FILLED.



ENGAGEMENT TEAM

Dave Smith,
*Partner, Economic Development
Engagement Manager*

Pete Metzger, *Vice Chairman, Washington, DC*

Tina Winner, *Partner, Jobplex*

Martita Mestey, *Partner, Diversity*

Austin Krissoff, *Director, Washington, DC*

Michele Counter, *Principal, Nonprofit*