

# Greater Cleveland Regional Transit Authority

## **SUMMARY OF PROPOSED AWARD** **Executive Search & Recruiting Services**

Presented to: Committee of the Whole  
December 18, 2018



# Project Overview

## Introduction:

- The Board of Trustees of the GCRTA is seeking to hire a firm to assist with the search, recruitment and hiring of the CEO, General Manager/Secretary-Treasurer.
- The selected firm is expected to have a demonstrated record of success in identifying, recruiting and screening candidates, preferably within the public transit industry.

# Project Overview

## Scope of Services include:

- Solicit input from Board members, key stakeholders, and community leaders to gain thorough understanding of GCRTA and challenges
- Develop a recruitment strategy, process and timetable for completion of the search
- Develop an accurate and compelling position profile

# Project Overview

## Scope of Services include:

- Source a diverse slate of candidates, proactively reaching out to marketplace for referrals, etc.
- Assess qualifications of candidates against profile, make recommendations for interviews and provide guidance throughout the interview and selection process
- Provide input with respect to compensation to attract and retain highly qualified candidates

# Procurement Overview

- RFP issued on October 8, 2018
- Accessed on the GCRTA website by 32 interested parties
- Nine (9) proposals were received on November 8, 2018
- Two (2) proposers were selected for interviews

# Procurement Overview

## Evaluation Panel Members

- The President of the Board of Trustees selected three Board members, one from each appointing authority, to participate on the procurement evaluation panel.



# Procurement Overview

## Evaluation Criteria

- Proposed approach to perform the work, including sourcing strategies and proposed schedule
- Proven experience and success rate in similar projects
- Cost Effectiveness of proposal

# Procurement Overview

## Evaluation Criteria continued:

- Experience and qualifications of the team members assigned to the account
- Financial strength and resources of the firm



# Procurement Overview

## Recommended Firm

- Krauthamer & Associates (“K&A”)
- Bethesda, Maryland

# Procurement Overview

## Experience:

- Extensive experience recruiting senior executive talent for transportation agencies across the U.S. and internationally
- Over 45 years experience in industry
- Proven success rate with recruitment and placement of candidates in CEO, General Manager, and other senior executive level positions

# Procurement Overview

Experience continued:

- Recent client base includes: APTA, NYC MTA, WMATA, Denver RTD, Metro in Houston, TX, New Jersey Transit, LYNX (Orlando, FL), South Transit (Seattle, WA), Airbus Industries, General Motors and Bombardier, among many others

# Procurement Overview

## Recommendation

The Board procurement evaluation panel is recommending to the full Board of Trustees an award to Krauthamer & Associates to provide Executive Search and Recruiting Services in an amount not to exceed \$85,000.00.