

General Manager/President/Chief Executive, Casco Bay Island Transit District
(Casco Bay Lines), Portland, Maine

Job Description:

The Casco Bay Island Transit District (Casco Bay Lines), the transportation company for Casco Bay's six year round islands, is searching for an entrepreneurial General Manager with a proven track record of strong leadership. The General Manager is the senior administrative position at Casco Bay Lines. The successful candidate will be responsible for the integration, coordination, oversight, leadership and management of all Casco Bay Island Transit District activities.

The General Manager reports to a twelve member elected and appointed board. This entrepreneurial leader and strategic thinker will play a critical role in defining the future of the organization. The Board is seeking a General Manager who honors the traditions and rich heritage of the organization and, at the same time, furthers the organization's efficiency and service to its multiple constituencies.

Scope of Responsibility

The incumbent will be responsible for:

Representing Casco Bay Lines as the senior executive. Establishing strong and lasting relationships with customers, employees, other state and regional transportation systems, and community leaders

Fostering a culture of measurement, performance, continuous improvement, employee development, service orientation, exemplary teamwork and open communication among staff.

Implementing the policies, procedures and strategic plan for the District as outlined by the Board of Directors.

Developing and adhering to an operating and capital budget, identifying and securing grant opportunities and other sources of funding including new market opportunities

Beneficial Experience:

1. A track record of success as a leader who will provide positive direction for an organization with experienced employees and diverse stakeholders.
2. An understanding and appreciation of the challenges and opportunities of managing a weather dependent marine transportation business and familiarity with the policies and procedures that govern such a business.
3. A track record of focusing on results and metrics to include: budget creation, management, development and stewardship; successful oversight of grants and experience in finding and implementing creative cost saving projects in a large organization
4. Proven ability to leverage the expertise of an elected and appointed board of directors. Experience in developing and executing a strategic plan under the guidance and direction of a board. An understanding of the governance structure of a quasi-municipal body with multiple funding sources.
5. The skill to design and execute a customer service plan that will position the Casco Bay Lines as a leader among its multiple stakeholders. Examples of this skill will include the proven ability to develop consensus among multiple stakeholders; experience working with the public and the media, both proactively and reactively; and successful fostering and leveraging of partnership opportunities.

Compensation and Benefits

- Total cash compensation (base plus bonus structure determined by board) of \$85k-\$95k per year
- Subsidized health, dental insurance
- Life insurance
- Three weeks paid vacation, paid sick days, paid personal days
- Defined contribution Pension plan of 15% of salary
- Relocation assistance is NOT being considered as an option by the board

Company Information:

More information about Casco Bay Island Transit District can be found at <http://www.cascobaylines.com> . More information about the Portland ME region can be found on the Chamber of Commerce site at <http://www.portlandregion.com/index.php?sec=7> and the City of Portland site at <http://www.ci.portland.me.us/> .

Application Process:

Qualified applicants may send a resume and cover letter to HR@cascobaylines.com. Applications will be reviewed by a nine person search committee approved by the board. After a review of all applications, the search committee anticipates that a number of the leading candidates will be invited to go through more in depth screening sometime during the week of October 26th. All candidates will receive confirmation of receipt of their resume and an update on their status by the end of October. The search committee will make a final recommendation of the highly qualified candidates to the full board by early November who will then finish the interview and selection process with a final hire anticipated by mid December.