

Executive Recruitment for

LAKE COUNTY, ILLINOIS

GovHRUSA LLC is pleased to announce the recruitment and selection process for the Director of Transportation/County Engineer for Lake County, Illinois (pop. 703,462). The County seeks experienced engineering executives for this key leadership position. The candidate must have experience in the policy and administrative oversight of multiple, complex operations in a large organization. The successful candidate will have the opportunity to work with a talented staff and dedicated appointed and elected officials on global, multi-faceted transportation issues in a growing, progressive county, located in northern Illinois. Candidates must have strong interpersonal skills and possess well developed strategic planning abilities. The current County Engineer is retiring after a distinguished career that included 11 years with Lake County, the last five as the County Engineer. This brochure provides background information on this exciting opportunity, on the quality of life in Lake County, on the Lake County organization and on the expected qualifications for the position. Interested candidates should submit a cover letter, résumé and contact information for five work-related references by March 13, 2017 to www.GovHRUSA.com/current-positions/recruitment. Please call 847-380-3243 or email HVoorhees@GovHRUSA.com with any questions about this position. Thank you for your interest in this excellent opportunity!

Heidi Voorhees, President

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DIRECTOR OF TRANSPORTATION/ COUNTY ENGINEER



PROFESSIONAL ANNOUNCEMENT

Lake County, Illinois Director of Transportation/County Engineer Lake County, IL (population 703,462) seeks highly collaborative, experienced engineering executives as candidates for the County's **Director of Transportation/County Engineer** position. This position is a key leadership position responsible for planning, organizing and directing all activities related to the highway, bridge and bikeways for the Lake County Transportation System. The Division of Transportation has 129 fulltime and 20 part-time employees, a \$20 million operating budget, and a \$50-60 million annual capital program. Lake County is a large, complex organization consisting of more than 30 departments and divisions that provide services including law enforcement, water and sewerage treatment, public health, criminal justice, transportation, public works, land use planning, building inspections, tax collection, elections, and emergency management. The County has 2,600 employees, a \$450 million budget and is governed by a 21 member elected Board. The county is spread out over more than 1300 square miles. The Director of Transportation/County Engineer is responsible for the entire 300-mile highway system, 41 highway bridges and 62 miles of bikeways. This includes the development of multi-year capital and funding plans; the implementation of innovative methods of highway construction, operations and maintenance; and, active participation in a wide variety of organizations, agencies and governmental entities throughout the Chicago metropolitan area related to transportation in the region. This position is appointed by the county board and reports to the county administrator.

As the leader of the Lake County Division of Transportation (LCDOT), the director will manage an impressive team of professionals working to provide a safe, efficient and innovative transportation system to enhance mobility, economic development and quality of life in Lake County. The director will have oversight of a state of the art Traffic Management Center, which houses Lake County PASSAGE, an intelligent transportation



system that is a model in the region. The successful candidate will also be responsible for LCDOT's snow and ice operation, as well as management of the County's fleet. Our five-year Highway Improvement Program is over \$580 million and supports more than 20,000 jobs. The newly developed LCDOT Strategic Plan has core values that focus heavily on employee development, team building, and innovation. Minimum requirements include a Bachelor's Degree in civil engineering, licensed as a Professional Engineer under the Illinois Professional Engineering Act (or the ability to obtain an Illinois license if licensed in a different state) and ten years of progressively responsible experience in civil or highway engineering and/or construction and maintenance.

In addition, significant experience at an executive level interacting with elected officials and other regional stakeholder groups is required. The candidate must receive a satisfactory grade on the examination for the position of County Engineer as administered by the Illinois Department of Transportation. Starting salary range is \$150,000-\$165,000 depending on qualifications and experience. Excellent benefits package. Submit resume, cover letter, and contact information for five professional references by March 13, 2017 to www.govhrusa.com/current-positions/recruitment to the attention of Heidi Voorhees, President, GovHR USA, LLC, 630 Dundee Road #130, Northbrook, IL 60062. Tel: 847-380-3240.

LAKE COUNTY QUALITY OF LIFE

Lake County offers a quality of life that is unmatched for young professionals, families and corporate executives alike. Lake County is home to more than 700,000 residents and 28,000 businesses ranging from small family-owned businesses to major corporations, including Abbott Laboratories, Baxter Healthcare Corporation, Takeda Pharmaceuticals North America and the Vista Health System. The county includes charming rural communities, thriving urban and suburban communities, pastoral unincorporated areas, and exciting entertainment and shopping venues. There is also a wide variety of recreational

opportunities found through the miles of Lake Michigan shoreline, the Chain O'Lakes and the highly acclaimed Lake County Forest Preserves system. Located in the Chicago metropolitan area, Lake County's population grew by more than 9% in the last ten years and remains one of the fastest-growing and most affluent counties in the state and in the nation. The county's population is expected to be 786,000 by 2020. The county's official land area according to the U.S. Census Bureau is 1,368 square miles, of which 448 square miles is land and 920 square miles is water, much of it in Lake Michigan. Lake Michigan borders Lake County on the east and the state of Wisconsin is the northern border. In addition to Lake Michigan, Lake County is home to 170 other lakes and rivers, 400 miles of streams and thousands of acres of wetlands.



Lake County has a rich history that began in 1839 when the Illinois State Legislature created the county. In 1841, the City of Waukegan became the county seat and remains the county seat today. Other communities in Lake County include Highland Park, Lake Forest, Lake Zurich, Barrington, Fox Lake, Deerfield, Libertyville, and many others. Gurnee, located in Lake County, is home to Six Flags Great America, Gurnee Mills Shopping Mall and Key Lime Cove Water Resort. Other Lake County attractions include the Ravinia Festival, a large outdoor entertainment venue in Highland Park, the North Point Marina in Winthrop Harbor, and Waukegan Harbor located in Waukegan. Lake County is also home to the Great Lakes Naval Station, the United States Navy's Headquarters Command for Training and the Navy's only recruit training center. Lake County's public school districts are listed among the best in the state, with many of its schools ranking among the best in the nation.

Additional information about Lake County can be found on the county's website: www.lakecountyil.gov.



The County Organization

Lake County is governed by a 21-member elected Board who serve either a four-year or two-year term. The County Board serves as the legislative body of the county government, which is made up of 2,679 employees. The County spends more than \$503 million annually and allocates funding to more than 30 departments and divisions that provide services including public works, law enforcement, health care, transportation and criminal justice. There are also eight independently elected officials responsible for their respective departments. The County Administrator is appointed by the County Board and serves as the Chief Administrative Officer with oversight of all appointed department heads. The current County Administrator has been in the position since 2002.

The Director of Transportation/County Engineer Position

The Director of Transportation/County Engineer oversees a large, aggressive construction schedule – this year the capital program is between \$60 and \$70 million with an additional 35 projects in Phase I planning. The County views transportation globally as a multi-faceted system that includes all aspects of mobility – bikeways, trails, paratransit and pedestrian friendly options. The County, under the leadership of the Director of Transportation/County Engineer position, also looks at trends such as smart cars and how they will affect Lake County's transportation network.

Importantly, the County relies heavily on the professional staff of the Transportation Department to recommend the annual programs using data and following the county's guiding principles of focusing on resurfacing, modernization to address safety and other issues and finally, expansion of the roadway. The Director of Transportation/County Engineer coordinates these efforts, working closely with municipalities affected by the County's projects as well as the Illinois Department of Transportation and the Chicago Metropolitan Agency for Planning, a well-regarded regional planning agency.

The Department has 129 full time employees and 20 part time employees. Direct reports to the Director/County Engineer include the Assistant County Engineer, the Finance and Administration Coordinator, the Director of Planning, the Engineer of Traffic, the Engineer of Maintenance, the Engineer of Design and the Engineer of Construction. The staff is extremely talented and dedicated to the transportation goals of the county.

Though the State of Illinois has had significant budget issues, the county does get paid for state work, though the state dollars are decreasing. The motor fuel tax rate has not increased since the 1990's. This coupled with more fuel efficient vehicles, makes this a declining revenue source. The Director/County Engineer works closely with the Illinois Department of Transportation, the Federal Highway Administration, local councils of government and municipalities on financing projects within the county.

The Director of Transportation/County Engineer reports to the County Administrator and also works closely with elected officials and other appointed staff members on furthering the county's transportation system goals and objectives. Communication skills are extremely important with the ability to negotiate with communities and other agencies, ensuring a fair result for the County and its partners.



CANDIDATE QUALIFICATION CRITERIA

This position is geared toward local government professionals who value the results of collaboration, are skilled at working with stakeholders who have competing interests and who approach their position with energy, intellect and enthusiasm. Ideal candidates will be dedicated public servants with a passion for transparent, effective government. The starting salary is \$150,000 - \$165,000 +/- Depending upon qualifications.

The following education, experience, leadership and management criteria have been identified by Lake County as important skills and abilities for candidates to possess and demonstrate:

Education and Experience (not in order of importance)

- Candidates must have a Bachelor's Degree in civil engineering, licensed as a Professional Engineer under the Illinois Professional Engineering Act (or the ability to obtain an Illinois license if licensed in a different state) and ten years of progressively responsible experience in civil or highway engineering and/or construction and maintenance. In addition, significant experience at an executive level interacting with elected officials and other regional stakeholder groups is required.
- Candidates must be strategic thinkers with the ability to utilize data, County planning policies and other relevant information to plan for the maintenance and expansion of the County's multi-faceted transportation system that includes bikeways, trails, paratransit as well as highways.
- Candidates must be highly skilled communicators with the ability work effectively with a wide variety of stakeholders. The ability to effectively represent the County's interests while maintaining open lines of communication is very important.
- Candidates must have experience leading professional teams, possessing a collaborative approach to decision-making, goals setting and project management. The ability to effectively delegate while holding staff members accountable is essential.
- Candidates must be comfortable conducting public hearings and making oral presentations on transportation projects, their funding mechanisms and their impact on the County's transportation system.

- Candidates must be knowledgeable on current and future issues affecting all modes of transportation, understanding the interconnectedness of transportation systems; it is critical that candidates be able to discuss these issues and explain their impact to lay people.
- Candidates must be able to think creatively and strategically regarding funding mechanisms and how to best deploy the County's limited resources.
- Candidates must adhere to the County's data driven approach to establishing priorities and be able to explain this approach to the elected officials, municipal organizations within the County and other stakeholders.
- Candidates must have experience with and genuinely embrace interactions with state and federal agencies as well as regional planning agencies. Understanding partner agencies processes is key to success in this position.



Leadership Skills and Management Style (not in order of importance)

- Candidates must approach this position with integrity and transparency with a strong commitment to effectively leading all aspects of the County's transportation system.
- Candidates must be able to establish lasting credibility with other county department heads, DOT staff and elected officials; the ability to develop effective collaborative relationships is vital.
- Candidates must be able to effectively implement new strategies in a diplomatic manner, understanding when it is appropriate to collaborate and when it is necessary to stand firm.
- Candidates must be strategic and “big picture” in his or her general approach, yet have a willingness to learn and understand the details of the Transportation Division.
- Candidates must be independent workers with the ability to take initiative when appropriate, understanding when to advise the Deputy County Administrator or County Administrator of issues or concerns.
- Candidates must demonstrate an approachable style, one that communicates effectively and with foresight and strategic planning in mind.
- Candidates must inspire confidence as a senior executive of the County, meeting deadlines, effectively addressing concerns and “owning” projects.
- Candidates must use sound judgment in decision making and in the conduct of their daily duties, serving as a role model for other employees.