



Executive Director Position Announcement

The Des Moines Area MPO is seeking an Executive Director to lead its organization.

Position Location: Des Moines, IA

Position Start Date: April 2024

Competitive Compensation and Benefits

Salary Range: \$135,000 - \$170,000

ABOUT DES MOINES AREA MPO: The Des Moines Area Metropolitan Planning Organization (MPO) is responsible for providing planning, expertise, and guidance to an area in central Iowa of over 500 square miles and unincorporated areas of three counties — including 16 cities, and the public transportation service provider, DART. Required by federal law, the organization focuses on developing long-range transportation plans, short-term improvement programs, and performance-based programming for the region. With offices in downtown Des Moines, its stated mission is to advance a safe, effective, fully integrated multi-modal transportation system that supports economic development, protects natural resources and enhances overall quality of life.

ABOUT THE ROLE OF EXECUTIVE DIRECTOR: This vital leadership role ensures regional collaboration in planning, funding and decision-making for an area that is ranked as one of the fastest-growing major metros in the Midwest and the best place for young professionals. With this economic vibrancy comes a growing need and importance for visionary leadership at the MPO. The successful candidate will provide oversight and direction for developing and implementing transportation plans and programs, coordinating with partner agencies and stakeholders, and advancing the agency's mission and regional objectives.

The MPO is seeking —

VISIONARY LEADERSHIP:

- Exhibits the highest levels of integrity, trustworthiness and values.
- Leads by example in the areas of problem-solving, accountability and encouraging participation in local governance.
- Makes decisions that are well informed and decisive.
- Balances time and attention needed for management of internal operations with external responsibilities to represent the MPO at high-level meetings and discussions.
- Operates as a leader and partner who not only directs the work but is also able and willing to participate alongside team members.
- Creates a culture of mutual respect and teamwork between staff, committees, and governing board.

OPERATIONAL OVERSIGHT:

- Enables and advances strategic regional transportation and planning priorities with a clear vision.
- Ensures fiscal integrity.
- Attracts and develops talented team members who are esteemed as subject matter experts committed to serving and supporting all member communities, regional stakeholders, and the public.

- Ensures governance and board management rules are followed related to postings, reporting, and open meetings policies.
- Ensures compliance with federal regulations for metropolitan planning organizations, planning processes, and funding requirements.
- Demonstrates exceptional communication skills, both verbal and written, and the confidence to convene and facilitate critical conversations.

ESSENTIAL QUALIFICATIONS:

- Graduation from an accredited university in the field of business, public administration, urban or transportation planning, or closely related field.
- 7 – 10 years of management-level experience, preferably with an MPO or similar organization.
- Current and working knowledge of federal, state and regional transportation laws, rules and guidelines - or an equivalent combination of experience and education demonstrating comparable knowledge, skills, and abilities.
- Proven ability to lead, support and develop team members within their areas of focus and expertise.
- Knowledge of best-practice transportation modeling tools and regional strategic planning is desirable.

HOW TO APPLY: Please send your resume and a brief cover letter (up to 500 words) to diana@deiblerandcompany.com. Your cover letter should convey insights that may not be evident in your work history and speak to why you feel uniquely qualified and compelled to lead the Des Moines Area MPO. Thank you.

DEADLINE: Applications will be accepted until **noon Friday, January 26** and finalists are expected to be interviewed Thursday, February 15.

A full job description, annual report, strategic plan, and other information can be found at www.dmampo.org.

The Des Moines Area MPO is an equal opportunity employer and prohibits discrimination of any kind. The MPO is committed to the principle of equal-employment opportunity for all employees with a work environment free of discrimination, harassment, and intimidation. All employment decisions at the MPO are based on business needs, job requirements and individual qualifications without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other protected class by federal, state, or local laws. The MPO encourages all qualified applicants.
