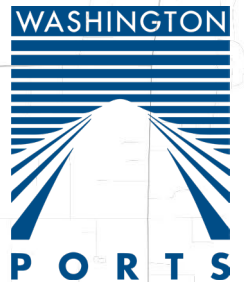


# **We're Hiring!**

## **Port Executive Director Recruitment**

**Cmr. Bob Iyall, Port of Olympia**  
**Cmr. Kent Jones, Port of Moses Lake**  
**Cmr. Jon Ronngren, Port of Anacortes**  
**WPPA Commissioners Seminar 2024**



# Introductions and format

Meet the Commissioners

## Moderator overview – Discussion Questions

- Central qualities you identified prior to seeking applicants?
- Did you use a recruiter?
- How did you engage staff?
- How did you engage the public?
- Onboarding, how did you set them up for success?
- Things you'd have done differently? Lessons learned?

General group discussion – What do you want to know from the panel?



# Question #1

What were two – or more – essential qualities you identified as key in future ED?

AND Did you establish those prior to initiating the recruitment process?



# Question #2

Did you use a recruiter for your ED search? And if so, what role did that recruiter play in the process? (i.e. Did they help you identify those essential ED qualities we mentioned on the prior slide?)

AND would you recommend using a recruiter to other ports hiring an ED?



# Question #3

How did you engage your staff in the recruitment and interview process? For example:

- Staff interviews? Meet and greet?
- Did staff, beyond HR staff, ever meet with the recruiter in advance to add to the commissioners' vision for what this hire should have?
- Other best practices for engaging staff that you learned?



# Question #4

How did you engage the public/tenants/constituents in the process? For example:

- Did you hold a public Town Hall-style event for the candidates to meet the public?
- Is there a “Port Watch” or other observer type group that you had to engage to ensure they’d support the hire?



# Question #5

How did you take steps to ensure that, once hired, the ED could hit the ground running?

AND Did you account in the process for how the first few months after hiring would play out? (i.e. preference for experience, familiarity with ports, etc.)



# Question #6

Are there things you wish you'd done differently as you went through the recruitment process?

Lessons learned you'd share with others?





# FINAL Question

Any final thoughts, things we're missing, pearls of wisdom the crowd can't miss?



# THANK YOU!

Audience Q&A – What do you want to hear from our panel?

Stay in touch next time you're hiring!

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