



MARITIME DIRECTOR

Sail to Success



Join an Incredible Team

The Port of San Francisco is seeking a highly qualified and dynamic professional to lead the Port's Maritime Division. This position is responsible for business development and retention, marketing and operations, and overall administration of the Port's maritime programs.

Ideal candidates will have extensive maritime business experience and a strong working knowledge of port industries. The top candidate selected for this position will be entrepreneurial, forward-thinking, and have a strategic vision for action-oriented leadership.

The Maritime Director will also embrace the culture of collaboration on an organization-wide basis and focus on contributing exceptional management across a broad spectrum of areas.

The Agency

Port of San Francisco is an enterprise agency of the City and County of San Francisco. The Port Executive Director is appointed by the Mayor and administers the Port in accordance with the goals, objectives, plans and programs set forth by the Port Commission.

The Port Commission is a five-member body also appointed by the Mayor. The Port Commission oversees a broad range of waterfront, commercial, maritime and public access facilities that are held in public trust for the people of California. Over the last five decades, the Port Commission has led a remarkable transformation of the Port, maintaining its industrial maritime heritage while developing new uses, including commercial and public activities, that have helped San Francisco remain one of the most visited and popular cities in the world.

The Executive Director provides leadership and organizational direction to six Port divisions: Engineering; Finance and Administration; Maintenance; Maritime; Planning and Environment; and Real Estate and Development.

Maritime Division

The Maritime Division cultivates a wide array of maritime industries at the Port, including cruise and cargo shipping, ship repair, commercial and sport fishing, ferries and excursions, recreational marinas, and other harbor services. The Division actively promotes Port facilities to potential and existing customers while ensuring compliance with federal security mandates and providing environmental stewardship.

The Maritime Division manages 122 tenancies, representing six million square feet and approximately \$20 million in annual revenue. Current initiatives include establishment of a Roll-on/Roll-off (Ro-Ro) terminal at Pier 80; expansion of bulk import terminal at Pier 96; development of a 15-acre maritime industrial "Backlands" in the southern waterfront; and growth in the ferry and water transportation network, including a new ferry landing adjacent to Chase Center, the Golden State Warriors arena, in Mission Bay.

In 2017, over nine million passengers transited through Port-managed ferry terminals, and 80 international cruise ships transported approximately 280,000 passengers from James R. Herman Cruise Terminal at Pier 27 and the Port's secondary cruise terminal, Pier 35. The Port has recently transformed the Pier 80 terminal into a leading Bay Area automobile import-export facility with nearly 40 Ro-Ro vessels calling last year. San Francisco is a leading import bulk cargo port with approximately 1.4 metric tons being unloaded at Pier 94.



Maritime Director Roles and Responsibilities

The Maritime Director is responsible for attracting, retaining, and growing maritime businesses at the Port, creating marketing and business plans, and implementing effective programs in the areas of planning and environmental regulation, real estate and development, management, and operations, as they relate to the Port's mission.

Additional responsibilities include:

- Serve as primary contact and liaison to a variety of agencies and organizations, including government agencies, maritime and economic development agencies, community organizations, organized labor, shippers and shipping lines, major transportation companies, community stakeholders, and affiliated port associations.
- Address wide range of business matters pertaining to the maritime industry to support, preserve, and enhance important contributions of the Port.
- Identify improved methods for achieving more productive, efficient and secure operations of the Division.
- Manage Maritime staff and oversee day-to-day needs and activities of maritime customers and tenants, including shipping, cruise lines, ferry and excursions, water taxi operators, stevedores, and commercial fishermen.
- Represent the Port in national and international commercial commerce.
- Represent the Port in private interests, community organizations, and regulatory groups to advance Port initiatives.
- Maintain a thorough knowledge of trends and best practices in various maritime industries.
- Create and implement plans for the development of Port properties to support immediate and long-term goals.
- Maintain effective working relationships with labor representatives, key managers, regulators, and community groups.
- Create an effective team structure through mentoring and coaching staff to further develop competencies.
- Exhibit a thorough grasp of leases and work closely with the Real Estate and Development Director to ensure that leases reflect the market for maritime uses while meeting the Port's financial goals.



Qualifying Experience and Education

Education: Possession of a Bachelor's degree from an accredited college or university with major course work in business, economics, law, transportation/logistics, or a related field is required. An advanced degree is a plus (i.e., MBA, MPA, Law, and/or Maritime Administration).

Experience: Ten years of port-related or maritime experience, including leading teams comprised of multiple disciplines is required. Experience should also include business development, assessing operational needs, enhancements to facilities, responding to governmental and regulatory mandates, and customer service.

Substitution: Additional qualifying work experience may substitute for up to two years of the required education on a year for year basis (30 semester/45 quarter units equals one year).

Qualities of an Ideal Candidate

The Maritime Director will have a deep appreciation of the Port's role as a vital economic engine for jobs and prosperity in the Bay Area and embrace and promote the role of being an outstanding community partner. The ideal candidate will have a verifiable and highly successful career with a record of demonstrated commercial leadership in maritime industries such as cruise and cargo shipping, transportation and logistics, or other closely related executive level positions.

Strongly desired attributes include:

- Excellent communication skills – an adept public speaker with experience presenting in a public forum, business writing, and community relations.
- Exceptional customer service with varied stakeholders both within the Port and externally, including elected officials, regulatory agencies, and port associations.
- Contract negotiation and business development skills.
- Creative entrepreneurship, effective leadership, business acumen, and management skills; innovative problem solver.
- Ability to manage staff, provide leadership and inspire, motivate, and empower staff to achieve established goals.
- Outstanding interpersonal skills with an ability to engage in dialogue at all levels of the organization with ease, confidence, and conviction.
- Demonstrated leadership complimented by a high level of initiative, cultural sensitivity, creative and flexible problem-solving skills, and excellent internal and external communication skills.
- Integrity, intellectual honesty, and belief in the value and necessity of equity and diversity.

Compensation & Benefits

The normal annual salary range is up to \$191,308. Appointment above the maximum of the normal range may be considered based on documented and substantiated recruitment and retention issues or exceptional skills. In addition to competitive salaries, the Port of San Francisco offers flexible benefit plans with pre-tax elections that include:

- Medical and dental insurance
- Vision care plan
- Flexible spending account
- Retirement plan
- Deferred compensation plan
- Long-term disability plan
- Management training fund
- 11 paid holidays per year
- Floating holidays

- 10 to 20 vacation days yearly, depending on years of service
- 5 days of paid executive leave per year
- 13 sick leave days per year
- Credit Union

Application and Selection Process

Candidates are encouraged to **apply immediately** by submitting a comprehensive resume and compelling cover letter. This position is open until filled. Review of resumes will be done by Ralph Andersen & Associates with significant involvement and oversight by the Executive Director. Interested candidates may send submittal to apply@ralphandersen.com.

Only the most highly qualified candidates will be invited for an on-site interview. This selection process may also include a supplemental questionnaire and mock presentation. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed to Heather Renschler at (916) 630-4900.

Port of San Francisco is an equal opportunity employer.



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