

Troy Development Council Troy Area Chamber of Commerce

President/CEO Position Recruitment Profile

The Troy Community

Troy traces its history back to 1808, when Benjamin Overfield built the first structure, a tavern, along the Great Miami River. The tavern, which also served as an inn, courthouse, meeting place, and jail, attracted visitors to the area. Soon, other businesses and residences were constructed. Troy was incorporated in 1814. In 1837, the Miami-Erie Canal was constructed and gave the town an economic boost. In the 1850s, the railroad began to replace the Canal as the primary mode of transportation. Troy was named the county seat of Miami County in 1807, and continues to serve in that capacity today.

Transportation continues to keep Troy growing as evidenced by Interstate 75 which traverses through Troy, with four interchanges serving the community. Ten miles south, I-75 intersects with I-70 at the "Crossroads of America", providing unparalleled north-south and east-west vehicular access. Troy also is served by rail, and is 10 miles from the Dayton International Airport.



Troy's annual Strawberry Festival attracts upwards of 200,000 people each year.

Troy has grown from 2,500 settlers in 1808 to a broader vibrant community that reaches out to over 35,000 people. The City is at the center of the Upper Miami Valley, and is the commercial and industrial hub of the northern Dayton metropolitan area.

Quality of Life

The Troy area boasts a wonderful quality of life. Its residents enjoy the annual change of seasons where the average temperature is 52 degrees and there is an average of 34 inches of rainfall and 20 inches of snow per year. The City offers the following recreational opportunities:

- 20 Recreational Parks and 1300 acres of green space;
- Hobart Arena, with capacity for 5,000 people offering ice skating and other recreational/entertainment uses;



The Hobart arena seats 5,000 for basketball and hockey.

- Troy Aquatic Park completed in 2005;
- Miami Shores Golf Course, an 18-hole public facility;
- Troy County Club, an 18-hole private facility;
- Two bowling facilities;
- Senior Citizens Center;
- 15 outdoor tennis courts;
- Troy Civic Theater;
- Brukner Nature Center;

- YMCA;
- Hayner Cultural Center
- Three museums; and,
- Two multi-screen movie theaters.

The city is served by the Upper Valley Medical Center, a full-service health care provider. Access to specialized Dayton hospitals is less than 10 minutes via a Care Flight helicopter.

The City is home to many public and private educational facilities. The Troy Public School System has six elementary schools, a junior high school, and a four year high school. St. Patrick's Catholic Elementary School provides a K-6 curriculum, while Troy Christian Schools provide a K-12 curriculum. The Upper Valley Joint Vocation School and Edison Community College both serve multi-county areas. There are twenty-six colleges and universities within one hour of Troy.

Troy is home to 35 churches of various Christian denominations. Jewish, Muslim and other denominational places of worship can be found in the immediate area.

The Organization

The Troy Development Council (TDC) is a public/private economic development organization representing the area within and surrounding Troy, Ohio USA. The TDC offers site location assistance and related services to domestic and international companies planning new or expanded facilities. The TDC is the primary point of contact to a network of private sector, state and local government professionals that support a company's business location decision. The TDC focuses its efforts in seven primary areas of the economic development process:

- Retention of Existing Business
- Domestic & International Recruiting
- Site Location Assistance

- Outreach Marketing
- Workforce Development
- Legislative Advocacy
- Data Services

Troy Area Chamber of Commerce serves as the advocate for over 400 members who elect a 19-member governing board. This board approves all of the Chamber's actions, programs and expenditures, acting on recommendations from the Chamber's committees, councils or task forces. Its mission is to enhance the quality of life in the Troy area through the promotion of economic vitality and growth, the stimulation of a favorable business environment, the advancement of the free enterprise system, and to serve as a forum for contemporary issues affecting the region.

The Position

The President and Chief Executive Officer of the Troy Development Council and Troy Area Chamber of Commerce reports to two Boards of Directors: the 22 member TDC Board and the 19-member Chamber Board. Much of the management and community complexity inherent in the organization originates from the communication between Boards of directors (made up of business and local community leaders) and a staff who are oriented to each of the organizations goals and mission. The successful candidate will be challenged to effectively balance the requirements of meeting goals and objectives and bringing business acumen, financial discipline and operational efficiency to a fundamentally community driven organization. (***See Organizational Chart at end of this document***)

The successful candidate will:

- Be responsible for providing dynamic, high visibility leadership and direction to these well-respected organizations, building on their established reputations;
- Apportion his/her time between the two organizations with 75% of the time committed to the Troy Development Council and 25% to the Troy Chamber of Commerce;
- Provide comprehensive guidance and leadership to achieve the organization's annual operating objectives and the goals of the longer term strategic plan;
- Work with the Boards of Directors on the development and execution of policies and programs to achieve these goals; and,
- Be responsible for managing operating, administrative, finance, business development and marketing programs, directing long term strategic planning, oversight of all Board-directed initiatives and providing leadership to staff.

The effectiveness of the successful candidate will depend, in large part, on his/her ability to continually negotiate a clear business path between the Board(s) and the community whose focus are not always in perfect harmony.

Current Challenges

The selection process is designed to identify the final candidate no later than March of 2010. The anticipated start date is on or about April 1, 2010 as the individual selected will be required to participate in economic development meetings in the Far East and Europe during the months of April and May in 2010.

Expectations: The candidate will be expected to meet the following schedules and to address the challenges facing Troy and the Greater Dayton region:

First Year:

- Work closely with current President/CEO to manage the transition of leadership and strategic initiatives. This will include trips to Europe and Asia in order to understand and become familiar with the economic development efforts the TDC has developed over the past 25 years.
- Gain the trust and respect of both the Board(s) and senior staff and begin to instill a culture of enthusiasm, high achievement and mutual respect for individuals at all levels of the organization.
- Interact and become familiar with the local business community and local government (city, county and township) leadership.
- Leverage the work of the previous President/CEO, assess and analyze the strategic plans and business model and the financial status, reporting findings and recommendations to the respective Boards.
- Assist the Board(s) of Directors to develop and execute effective governance practices and enhance communications between the Boards and the community.

After 12 to 18 Months:

- Develop and execute a vision that will support the long-term growth and sustainability of the Chamber and Development Council.
- Develop and execute a range of strategic initiatives to maintain and increase the programs, revenue and business development.
- Develop and maintain an awareness and connectedness to the local, international business, governmental and civic leaders with the goal to create effective relationships that would benefit the Chamber and the Troy Development Council's efforts.

Key Attributes

1. Previous successful experience as a President/CEO or Executive Director of a complex organization for at least five years with more than 5 employees and an operating budget of roughly \$1,000,000.
2. At least five years of experience with chamber and economic development administration;
3. Prior meaningful involvement with community relations/community outreach, media, public relations and public speaking;
4. Have direct experience or have had experience in working with or soliciting business on an international basis. Preferably in Europe, Japan and the Far East;
5. Functional knowledge of budgeting and financial analysis; financial, tactical and strategic planning, human resources management and operational management;
6. Experience with local, state and/or federal government relations, public policy development, advocacy and issues management;
7. Politically savvy and able to demonstrate interaction and completed projects that required collaboration between business and government entities;
8. Commitment, either through direct employment or Board/civic involvement with providing services to that respective community;
9. Exceptional “vertical” communication skills, with the ability to calibrate speaking and listening styles to capture diverse audiences at all levels of the community.
10. Considerable experience with the recruiting and selection of professional employees, team building and motivation of staff, conflict resolution and other human resource oriented functions;
11. Experience with effectively managing group dynamics and decision-making processes, and with facilitating consensus from diverse and sometimes opposing viewpoints;
12. Proven experience forging productive alliances across public, private and governmental sectors;
13. Previous experience reporting to and working with a Board of Directors and partnering collaboratively to establish strategic plans and organizational goals; and,
14. Experience directing and leading a non-profit business and managing that business through change, growth and increased community visibility.

Personal Characteristics and Traits

As a key member of the Troy area economic development team, it is vital that the successful candidate be beyond reproach in his/her personal and professional behavior and that he or she be described as:

- A charismatic leader who naturally conveys enthusiasm, authenticity, passion, vision and dynamic motivational skills;
- Possessing the business and management skills consistent with organizing and operating a complex business enterprise with multiple stakeholders and interested constituents;
- Someone who has a zeal for the local community and businesses;
- A person who is comfortable with political complexity and ambiguity, works well in a fluid political/social environment and whose management style balances action/decision making with the appropriate controls;
- Someone who is calm, centered, respectful, and even-keeled but with a tough core and who is capable of dealing firmly with difficult or volatile issues in a non-judgmental manner; and,
- An honest person with integrity, thoroughly genuine whose actions and behaviors match with his/her words.

Compensation and Benefits

The position offers a very competitive base salary and comprehensive benefit package, to be negotiated based on qualifications and experience.

Applicants:

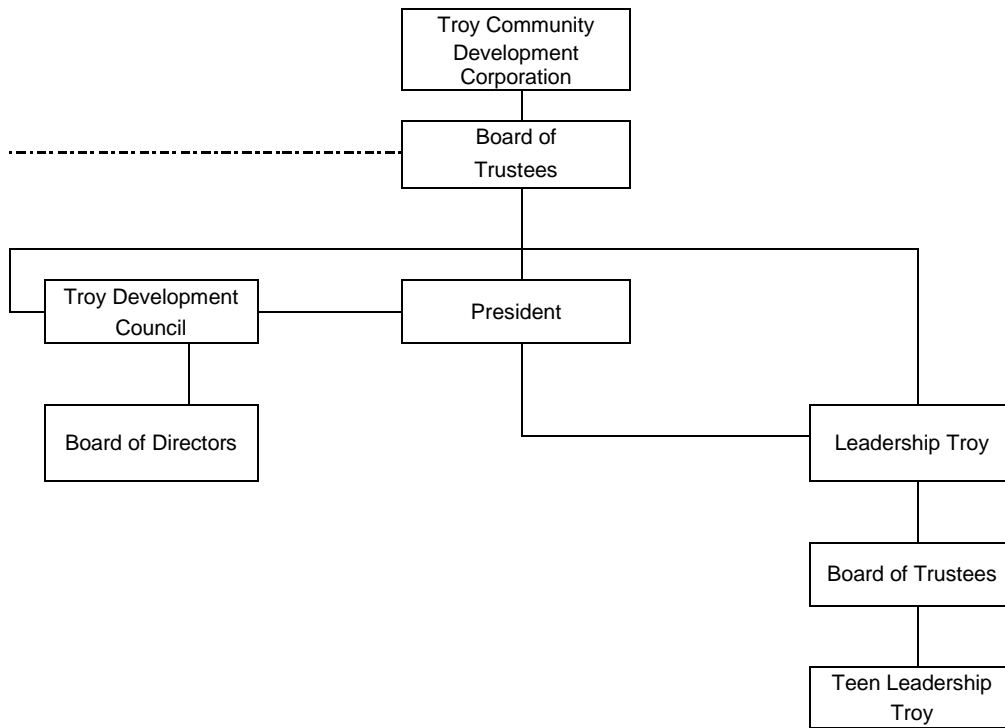
All those who have an interest in this position must submit a **resume in writing**, along with any other *document(s)* that identify the individual's capabilities as it pertains to the key attributes identified in this document.

**All information is to be sent no later than
December 15, 2009 to:**

**Search Committee
TDC/TACC
P.O. Box 740
Troy, OH 45373**

Organizational Charts:

Troy Development Council



Troy Area Chamber of Commerce

