



PROSPER
PORTLAND
Building an Equitable Economy

DATE: August 28, 2024
TO: Board of Commissioners
FROM: Hope Whitney, General Counsel
SUBJECT: Report Number 24-43
Adopting Hiring Standards, Criteria, and Policy Directives for the Prosper Portland Executive Director Recruitment

BOARD ACTION REQUESTED AND BRIEF DESCRIPTION

Adopt Resolution No. 7575

If approved, this action by the Prosper Portland Board of Commissioners (Board) would adopt the primary hiring standards, criteria, and policy directives (Hiring Guidelines) to guide the recruitment and selection of a new Prosper Portland executive director.

STRATEGIC ALIGNMENT AND OUTCOMES

This action delivers on the agency's strategic objective to operate an equitable, innovative, and financially sustainable organization.

BACKGROUND AND CONTEXT

The search for Prosper Portland's executive director will commence in early September, following the selection of an executive search firm based on up to five vendor proposals. These proposals will guide the Prosper Portland Board's decision based on approach and alignment, timeline, fees, relevant network, and experience.

Input from key internal and external stakeholders will be sought to shape selection priorities and inform the focus of screening and interview questions, based on the adopted Hiring Guidelines. The search process will seek candidates with a strong understanding of and connection to the region, a proven ability to advance racial equity, and expertise in inclusive economic development and urban redevelopment. Staff are confident this approach will ensure the selected search firm identifies executive director candidates who not only excel in the industry but who also align with Prosper Portland's mission and values.

The Hiring Guidelines will be used as the basis for the selection of a new executive director and will allow Prosper Portland to protect the confidentiality of prospective candidates during the recruitment and selection process.

EQUITY IMPACT

This action will ensure that the search for a new executive director includes a diverse set of excellent candidates, backgrounds, and perspectives.

COMMUNITY PARTICIPATION AND FEEDBACK

The primary benefit to this proposed action is that it allows the Prosper Portland Board to solicit public input and confirm expectations for the identification and selection of the new executive director.

BUDGET AND FINANCIAL INFORMATION

While there are no budget impacts related to this proposed action, Prosper Portland will hire and compensate a recruitment firm to conduct a national search.

RISK ASSESSMENT

There are no risks to the Prosper Portland Board adopting hiring standards, criteria, and policy directives for hiring a new Prosper Portland executive director. In fact, this proposed action will mitigate any perceived risks that the hiring of the executive director was not vetted publicly.

ATTACHMENTS

None.