



# TAHOE REGIONAL PLANNING AGENCY

Nevada

## EXECUTIVE DIRECTOR

**\$181,342 - \$295,874**

*Plus Excellent Benefits. Salary is dependent on qualifications.  
TRPA appointments generally do not exceed the midpoint of the salary range.*

Apply by  
**September 11, 2022**  
*(First Review, Open Until Filled)*

**PROTHMAN**

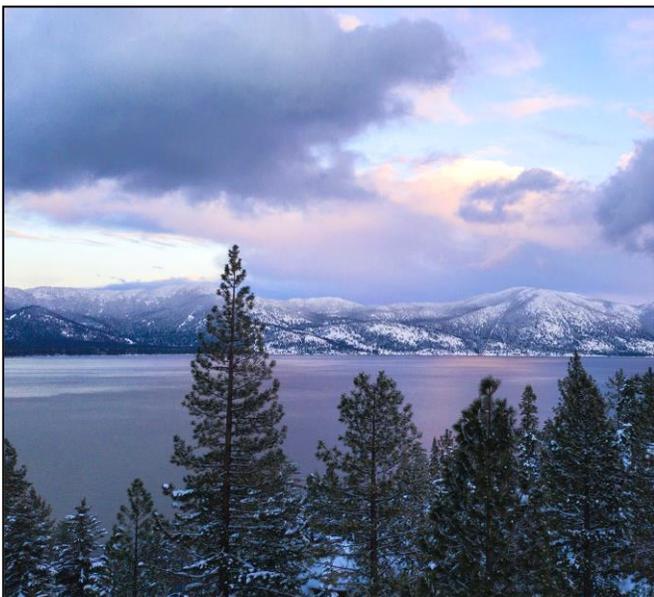


**THE REGION**



Nestled in the breathtaking Sierra Nevada mountains, the communities around Lake Tahoe are an adventurer’s paradise. At 6,200 feet above sea level, the region is home to some of the best winter sports, water sports, bike trails, family fun and nightlife in the US. Primarily known for its nearby world class ski resorts and beautiful beaches, the Stateline, Nevada/South Lake Tahoe, California area has no end of activities for young and old alike.

Residents and visitors can spend the day hiking in beautiful state parks such as Van Sickle Bi-State Park and Nevada’s Lake Tahoe State Park or adventure along the 165-mile-long Tahoe Rim Trail. In addition, water sports including kayaking, boating, jet skiing, fishing and other water activities abound in the summer months. The region also boasts multiple outstanding outdoor destinations, like Yosemite National Park and the Black Rock Desert, in both California and Nevada. Other activities in the area include golfing, swimming, biking, horseback riding, backpacking, and camping. For winter activities, there are a total of seven ski resorts that surround the entire Lake Tahoe area. The closest ski resort, just adjacent to the TRPA offices, is Heavenly Mountain Resort. Easily accessible through Heavenly Village, the mountain resort offers skiing, snowboarding, ice skating, tubing, and a scenic 2.4-mile gondola ride.



For those looking for more relaxed activities, Stateline, Nevada is home to four hotel casinos and a new events center that offer concerts, sporting events, gaming, amazing restaurants, and more. Take in the nightlife and performances at the events center and hotel-casinos or enjoy plays and concerts in unparalleled outdoor venues like the Sand Harbor State Park amphitheater.

The region is served by U.S Highway 50 and Interstates 80 and 580 which connect with Sacramento and San Francisco to the west and Carson City and Reno, Nevada to the east. It is an easy commute from the Carson City and Reno areas, allowing residents to appreciate Tahoe’s benefits while providing a greater choice of places to live. The Reno airport is one hour away, and the San Francisco Bay area with its attractions is a three-hour drive.

**THE AGENCY**

The Tahoe Regional Planning Agency (TRPA)—created in 1969 by a Compact between the states of Nevada and California, then ratified by the U.S. Congress—protects and restores the environment of Lake Tahoe. The Agency is the nation’s first and oldest Bi-State regional environmental authority. TRPA is a one-of-a-kind organization, not purely federal, state, or local, but a unique hybrid organization. The Agency works at the intersection of private and public interests to protect and restore Lake Tahoe, its environment, and its communities for generations to come.

The Long Range and Transportation Planning Department is responsible for the Lake Tahoe Regional Plan with five mandated elements including unique authority for integrated land use and transportation planning; a Permitting and Code Compliance Department that processes permits, performs inspections, and ensures code compliance for activities ranging from commercial and residential development, to tree removal, to compliance with near shore boating regulations; an Environmental Improvement Department responsible for coordinating restoration programs to implement the Regional Plan primarily through the Region's Environmental Improvement Program; and a Research & Analysis Department responsible for maintaining science and monitoring information, reporting on progress and accomplishments in achieving regional planning goals, and for the Agency's geographic information system, permitting software, and document management.

Included as part of its transportation planning authority, TRPA serves as the federally designated Metropolitan Planning Organization for the Tahoe Region. The Tahoe Metropolitan Planning Organization (TMPO) was created in 1999 to coordinate transportation planning and financial programming of transportation funding in the Lake Tahoe Region in a comprehensive and inclusive process. The Tahoe Region's Environmental Improvement Program is implemented through a network of nearly 100+ organizations which collectively and collaboratively implement the management measures, programs, and plans to achieve the compact's requirements as reflected in the Regional Plan.

The Agency is governed by a 15-member Governing Board, with seven elected or appointed members from each state, California and Nevada, and one non-voting representative appointed by the President of the United States. TRPA employs 65 FTEs and has a budget of \$22.5 million in revenue, and \$23.3 million in expenses due to a carryover and bond funding.



The Lake Tahoe Region, and TRPA's jurisdiction, covers more than 500 square miles. Portions of five counties and an incorporated city share Lake Tahoe's shoreline and environs, creating a patchwork of jurisdictional and unique community values that TRPA was created to meld into a cohesive regional planning and implementation framework. Nearly 60,000 people live in the region, and the regional economy is grounded in outdoor recreation and tourism. The most recent estimate of visitation tops 15 million people annually. The lake has been designated an Outstanding National Resource Water under the Federal Clean Water Act—making it not only the crown jewel of the Sierra, but also a national and international treasure.

## THE POSITION

Under the direction of the Governing Board, the core role of the Executive Director will be to lead others in how to preserve and protect the integrity and harmony of the environmental, economic, and social values of the Region and to integrate responsible and accountable human use into the environment in a sustainable way. The ideal candidate will have a passion for landscape scale conservation and restoration programs, and be a dynamic, visionary, strategic thinker who appreciates the need for teamwork and collaboration. The successful candidate will be politically astute with excellent communication and interpersonal skills necessary to build and maintain effective relationships. They will support and engage staff, while providing positive, motivational leadership to all groups of individuals.

For a full job description and to view the full scope of responsibility for the position, please view the attachment found [here](#) or on [www.prothman.com](http://www.prothman.com).

**OPPORTUNITIES & CHALLENGES**

**Work with the Governing Board to:**

- Develop priorities, a work plan, and a budget and keep them informed of ongoing progress and staff accomplishments.
- Strengthen board relationships to create an effective and cohesive governance team.
- Represent staff and organizational needs to ensure a sustainable and effective Agency.

**Make strategic decisions regarding organizational operations and human resources to reflect board direction and the importance of TRPA’s role in the region by:**

- Developing attainable/sustainable work plans.
- Developing both retention and succession plans.
- Leading by example and recognizing that staff will simulate the work style of leaders.
- Creating budget sustainability with ongoing revenues that are predictable, including:
  - Resolving the funding gap for salaries and benefits.
  - Managing work plans and fostering work habits to avoid burnout and manage workloads appropriately.

**Lead, organize and manage environmental investment by:**

- Building strong relationships with leaders in over 100 organizations in Tahoe and the surrounding region.
- Determining the priorities of other entities and integrating/coordinating them with TRPA priorities.
- Leadership of the Tahoe Interagency Executive Committee.
- Partnership development for all entities.



**THE IDEAL CANDIDATE**

**Education & Experience:**

Candidates must have a bachelor’s degree in planning, public policy, public administration, or a related field, and 10+ years of related experience with increasing responsibility as a senior executive or manager. A graduate degree is preferred.



**Necessary Knowledge, Skills, and Abilities:**

- Experience working with a Board of Directors to build achievable goals that will take the agency to the next level of success.
- Political acumen and sensitivity to be effective within a broad range of interests.
- Candidates must understand their role as the Chief Executive Officer and balance their position as an ‘employee’ of the Board with that of being the ‘head coach’ for the staff and the ‘advocate/liaison’ to the community.
- Excellent executive leadership skills.
- The ability to ensure future focused strategic planning is in place through the utilization of data driven decisions and industry best practices.
- Strong financial acumen and solid experience in budgeting and long-range financial planning.
- Exceptional written and oral communication skills which will be used to clearly communicate the policies and strategic vision to staff and citizens in a clear and concise manner.
- The ability to lead by example, setting the standard for all members. The ideal candidate will have a strong and confident presence, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff.

- While confident, the Executive Director will subordinate their own ego, and easily give credit for accomplishments to partners, staff, and the Governing Board.
- A track record for delivering results, building accountability for staff at all levels and creating a positive working environment characterized by teamwork and innovation.
- The ability to communicate with community members on a timely basis regarding the mission, needs and goals of the organization.
- The ideal candidate will be a proven leader who people will follow and trust. This person will be accountable and committed to respecting and preserving important TRPA policies, practices, and culture, while also stimulating needed change and progress.
- The ability to confidently represent the partnerships and the unique interests that TRPA stands for, and a passion for the preservation and restoration of Tahoe's environment.

### COMPENSATION & BENEFITS

- **\$181,342 - \$295,874 DOQ.** Typical TRPA appointments generally do not exceed the midpoint of the salary range.
- 27 days of Paid Time Off (PTO) per year for personal time off, with step increases up to 35 days after sixteen years of employment.
- 10 days of management compensation time-off (MCTO) to be used annually. If the selected candidate starts on 1/1/23 they will receive 40 hours of MCTO immediately and 8 hours of floating holiday.
- 13 days of paid holidays annually.
- Employer Paid Life Insurance and Short-Term Disability Insurance.
- Long-Term Disability Insurance (Voluntary and paid by employee).
- Group Health Insurance. The Agency contributes 100% of employee only coverage (and subsidized dependent coverage) for Medical (PPO, HSA), Dental, and Vision Care Plans. There is a cost share for adding dependent/spouse coverage or higher priced plans.
- Money Purchase Pension Plan. In lieu of Social Security, the Agency contributes a dollar amount equal to 8% of the employee's annual salary toward retirement. This plan has immediate participation and 100% vesting. The agency contributes an additional 5.54% to a supplemental 401(a) plan.
- 457b Deferred Compensation Retirement Plan (Voluntary).
- Medical and Dependent Care Flexible Spending Accounts (Voluntary).
- Flexible work schedules, including options for remote/hybrid work.
- TRPA is a Dog Friendly office. Bring your dog to work!
- TRPA has a WorkFlex Policy in place and all employees currently working remote/hybrid.
- Negotiated relocation expenses and hiring bonus.

**For more information on the  
Tahoe Regional Planning Agency,  
please visit:**

**[www.trpa.gov](http://www.trpa.gov)**



The Tahoe Regional Planning Agency is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 11, 2022** (first review, open until filled). Application materials will only be accepted electronically. To **apply online**, go to **[www.prothman.com](http://www.prothman.com)** and click on "Open Recruitments", select "**Tahoe Regional Planning Agency, NV – Executive Director**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



**[www.prothman.com](http://www.prothman.com)**

371 NE Gilman Blvd., Suite 310  
Issaquah, WA 98027  
206.368.0050