

EXECUTIVE DIRECTOR

Port Panama City, FL





THE COMMUNITY

The City of Panama City is located in the Florida “panhandle” on St. Andrews Bay approximately 170 miles east of Mobile, Alabama, 95 miles east of Pensacola, Florida and 100 miles southwest of Tallahassee, Florida. St. Andrews Bay surrounds much of Panama City and provides a protected harbor for facilities at the growing Port of Panama City complex.

The Panama City area has a climate that is nearly ideal. The average annual temperature is 68.8 degrees. Average summer temperature is 81 degrees and the average winter temperature is 53 degrees. Annual precipitation averages 57.86 inches. Prevailing winds are southerly in the summer and northerly in the winter. Panama City’s proximity to the water and its subtropical climate encourages year-round outdoor living with a wide variety of recreational activities.

PORT PANAMA CITY

The Port Panama City is a growing regional port, in Northwest Florida, currently handling 1.8 million tons of cargo annually. General cargoes include steel, copper cathodes, forest products, and containers. Bulk products include wood pellets, aggregates, and molasses.

The Port operates two deep-water terminals and an off-port industrial park. All three facilities are rail-served. The Port’s West Terminal includes six berths, four cranes, a container terminal, 290,000 square feet of general cargo warehouses, and a wood pellet export facility. The new East Terminal has one berth with a 260,000 square foot forest products warehouse and a forty car rail-yard. The East Terminal will support a second berth and up to 500,000 square feet of additional warehouses. The Port’s Intermodal Distribution Center includes a 250,000 square foot distribution warehouse, a bulk rail transfer facility, and 140 acres available for future development.

As an operating port, the Port Authority provides the supervision, labor, and equipment for handling cargo to and from its facilities. Private stevedoring companies handle the cargo between the vessel and “point of rest.” This structure provides the Port Authority with direct access to the shippers and gives the Port the ability to deliver quality terminal services at attractive rates. Currently the port is operating with nine administrative employees and sixty-five employees engaged in cargo terminal operations.

In addition to developing and managing cargo facilities, the Port Authority is committed to supporting regional industrial development. There are two manufacturing plants located on the Port’s West Terminal and several port-dependent industries in the region. The Port Authority plays an active role with local and regional economic development organizations.

In FY2019/2020 the Port operations generated \$16 million in annual revenues. Over the last ten years, the Port has invested an average of \$9 million per year in new facilities and equipment. Currently the Port has \$150 million in total assets and \$27 million in liabilities.

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THE OPPORTUNITY

The Port Authority is a dependent special district of the City. The Panama City Commission appoints community leaders to the Port Authority Board. Otherwise, the Port Authority operates independently of the City with no shared revenues or funding. Most Board members serve two or three, four-year terms. The Executive Director reports to the Port Authority Board and is responsible for the operations of the Port, including the development of professional staff and oversight of the operations managers and workforce.

The Executive Director of the Panama City Port Authority has “hands-on” responsibilities for business development, terminal operations, tenant relations, strategic planning, facilities development, and financial performance. The Executive Director will represent the Port in the community and with State and Federal agencies. A good understanding and commitment to the transparency and temperament required in the public sector is important.

Top areas of focus for the next Executive Director will be:

- Continue to prepare the Port for growth. Manage the capital investment projects.
- Pursue new cargo opportunities, including forest products exports from the new East Terminal, and expanded containerized trade with Mexico and central America.
- Identify additional funding sources (i.e., obtain grant funding and new business opportunities).
- Work on the Intermodal Distribution Center. The Port is currently working on an additional \$4.5 million of site improvements for the industrial park project. This is an amazing opportunity to market projects to new industries and create local jobs.
- Continue to develop the East Terminal. Development of a second berth is needed as well as the purchase of optioned land and warehouse expansion.

The position is open due to the upcoming retirement of the current Executive Director.

THE IDEAL CANDIDATE

Port Panama City is an outstanding regional port with a track record in organizational efficiency, vision and strategic planning. The ideal candidate for the Executive Director position must be a leader with strong communication skills and be able to work well with people at all levels. The ideal candidate will be very knowledgeable of port operations including terminal services, stevedoring, and vessel activity. He or she should also have a track record of successfully managing people and achieving positive results for an organization.

The ideal candidate will be energetic, confident and a consensus builder. In addition, to building relationships with the community leaders, the selected candidate will be able to present and persuade others on new initiatives. The next Executive Director will have vision, see the potential in the Port and be committed to serving the organization for the next era. Lastly, the selected candidate will be able to work effectively with political leaders and regulatory agencies at both the state and federal levels.

Education, Certifications and Experience

An educational background that contributes to the candidate’s ability to do the jobs will be valued. In addition, candidates should have:

- Experience in the maritime industry with a good understanding of cargo markets and shipping trends is essential.
- Experience with grant funding and relative agency compliance is preferred.

Candidates from the public and private sector are strongly encouraged to apply.

COMPENSATION

The salary for this position is within an established annual range and will be dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include:

- Car allowance
- Up to four weeks paid vacation
- Paid Holidays (7 full day and 2 half days)
- 100% health insurance for employee and 50% of dependent coverage
- Limited short term and long term disability insurance
- Employee Dental insurance
- Life Insurance equal to annual salary
- Seven percent employer contribution to 401 K plan with Florida Municipal Pension Trust (employees match not required but they can also contribute)
- 457"b" deferred comp plan with Florida Municipal Pension Trust available to employees

HOW TO APPLY

Please apply **on-line** by **December 18, 2020** at www.allianceRC.com. For questions and inquiries, please contact:

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