

LGIT

(Maryland's Local Government Insurance Trust)



INVITES YOUR INTEREST IN THE POSITION OF

EXECUTIVE DIRECTOR

LGIT EXECUTIVE DIRECTOR — AN EXCEPTIONAL OPPORTUNITY



This is an outstanding opportunity to provide effective long-term leadership and management for one of the nation's premier public risk pool programs.

LGIT is seeking for its Executive Director position a respected and professional hands-on leader and manager who is well versed in the public risk pooling field, is a strategic thinker and an effective consensus builder.

ABOUT LGIT

LGIT is a member-owned self-insurance pool formed in 1987. LGIT was founded by the Maryland Association of Counties (MACO) and the Maryland Municipal League (MML). It provides primary and excess liability, auto, environmental, property, and boiler and machinery coverages and services to 147 municipalities, 17 counties, along with 23 sponsored entities.

LGIT's status as a public entity pool means that its relationship to its members is distinct from that of a brokerage or agency to its customers. LGIT is owned and controlled by its membership and exists solely to serve its members. All assets of LGIT are dedicated to the benefit of its membership.

The Trust operates three pools of coverage: the Primary Liability Pool, the Property Pool, and the Excess Liability Pool. The combined net position for all pools is over \$60 million.

The 30 LGIT employees serve the members from headquarters in Hanover, Maryland, which is approximately 20 miles south of Baltimore, and 20 miles north of Washington, D.C. Most member services are provided by staff members who work in the following departments: Executive, Claims, Membership Services, Underwriting and Field Services.

LGIT members have access to a wealth of loss prevention/risk management, legal and liability, and coverage assistance services that are designed to help improve employee and public safety, and prevent or minimize claims. LGIT's mission is to work proactively with its members to identify and manage risk. LGIT exclusively serves Maryland public entities and all of its offerings are tailored to the unique needs of its membership. Detailed information, including audited financials, can be viewed on the LGIT website: www.lgit.org

MARYLAND AND OUR TOWNS, CITIES AND COUNTIES

Maryland is a great place to live, work and play. It is a state with geographic diversity, from the Atlantic Ocean on the east to the mountains in the west. The Chesapeake Bay provides recreational opportunities, as well as thousands of jobs related to this environmental and economic asset. Maryland's 157 municipalities and 23 counties have rich and unique histories, as befitting one of the original 13 colonies. Maryland ranks first in the nation with a median household income of \$87,063.

Maryland was admitted as the 7th state in 1788. Maryland ranks 18th in population, with a 2020 total of 6,177,224, despite being 42nd in total land area. The greatest population centers are in the Washington, D.C and Baltimore regions. Maryland has a highly diversified economy with defense contracting, manufacturing, health care, biotechnology, information technology, higher education and public administration as significant employment sectors.

The state has many important institutions of higher learning, including the flagship of the state university system, the University of Maryland at College Park. Other colleges and universities of note include Towson University, University of Maryland Baltimore County (UMBC), Johns Hopkins University, McDaniel College, and several HBCUs including Bowie State University and the University of Maryland Eastern Shore (UMES).

THE EXECUTIVE DIRECTOR POSITION

The current Executive Director is retiring after serving LGIT for over 11 years.

The Executive Director is LGIT's chief executive officer and is appointed by and serves at the pleasure of the Board of Trustees. The Executive Director is responsible for management of LGIT programs, finances and operations, advising the Board of Trustees on governance, policies and priorities; developing strategies to fulfill the LGIT mission; maintaining effective working partnerships with LGIT members and building relationships with potential members.



Primary tasks of the Executive Director:

- Assist the Board of Trustees in developing and executing organizational goals, objectives and strategic plans
- Conveys the value of LGIT membership and pooling principles and practices to LGIT members and staff, prospective members, and others in oral and written communications, presentations, and at events and conferences
- Builds and maintains effective teams with strong morale
- Negotiates with reinsurers and other business partners, and addresses future opportunities, needs and challenges.

THE IDEAL CANDIDATE

The LGIT Board is seeking an innovative, resourceful and dynamic leader and effective manager, with considerable public management skills, a full-rounded risk management background and the highest ethical standards. The ideal candidate will come from a comparable pool program or organization that makes productive use of technology to serve its members, has modern program offerings and sound long-term plans, and engages in continuous improvement effort.

The ideal candidate must have a bachelor's degree, with a master's degree preferred. She or he will have at least 10 years of relevant experience, including five years in senior management roles; local government or association experience; experience with insurance pools and products, and risk management; and a demonstrated track record of effective leadership, management and innovation.

Competencies:

- Effective leadership and management skills
- Thorough understanding of insurance and risk management principles
- Savvy marketing and member relations skills, and ability to emphasize to the membership the value of public risk pooling
- Motivates others effectively by creating a climate in which staff can do their best and empowering them to succeed. Committed to fostering an inclusive workplace culture, where widely diverse staff colleagues feel appreciated, empowered and encouraged
- Demonstrates strategic agility, using broad knowledge and perspective to credibly envision future possibilities, using them to produce innovative strategies and plans
- Embraces the organization's mission and purpose; and inspires others to support an optimistic vision of LGIT's future
- Has a customer focus
- Strong appreciation for the diversity of Maryland's towns, cities and counties, including ethnicity, geography, culture, gender and other factors, with a realization that continuing changes present new opportunities and needs

- Demonstrated ability to keep the Board of Trustees, elected officials and staff members informed about significant trends, opportunities and challenges that should be addressed
- Understands and can maneuver effectively through complex political and organizational issues
- Knowledge of the principles and practices of underwriting, claims administration, safety and loss control, investment management, reinsurance and excess insurance, and regulatory requirements
- Strong negotiation and problem-solving skills to work with reinsurers and other business partners

Personal Qualities:

- Demonstrates emotional intelligence; is capable of managing her/his emotions and handles interpersonal relationships judiciously and empathetically
- Demonstrates impeccable integrity and easily earns and maintains the trust of others
- Is approachable and easy to talk to; warm, pleasant and gracious, is a good listener

Additional desired qualifications, experiences and characteristics:

- Strong organizational and management skills, and open to productive change, but with an understanding of how and why current organizational structure, functional assignments, and policies and procedures were developed
- Demonstrated strong budget development and financial management skills
- Entrepreneurial attitude
- Good at conflict resolution
- Demonstrated ability to work productively with and for elected and appointed policy-making bodies, and facilitate, mediate and assist in forging consensus
- Leadership style that delegates authority and responsibility, motivates staff, encourages employees to offer constructive input with meaningful consideration, and empowers and trusts staff members to make sound decisions
- Commitment to high ethical standards and transparent operations, ability to sustain consistent compliance with legal and fiduciary requirements and establish a high level of credibility with local officials, Board members and staff
- Demonstrated sound personnel management experience
- Strong public presentation and written communications skills and ability to address complex local government and risk management issues clearly and persuasively
- Ability and willingness to oversee planning for productive conferences, training workshops, and other meetings



COMPENSATION

Competitive salary in low 200s, depending on qualifications and experience. Excellent benefits.

TO APPLY

To apply for this outstanding opportunity, send a letter, resume and at least four references by email to:
David J. Deutsch, Senior Associate, Mercer Group Associates at **daviddeutsch610@gmail.com**

Mercer Group Associates (MGA) is assisting the LGIT Board of Trustees with their Executive Director search. MGA provides executive search and other consulting services to local governments and other public and private sector clients nationwide. To discuss the position or the search process, call David Deutsch at 301.343.6033. Applications are due by 5pm EDT on August 19, 2022.



MERCER GROUP ASSOCIATES

*LGIT is an Equal Opportunity Employer and values diversity across the work force,
in order to serve our towns, cities and counties effectively*

