



The McLean County Regional Planning Commission,
in collaboration with its intergovernmental partners,
McLean County, the City of Bloomington and the Town of Normal,
seeks candidates for the position of
Executive Director



About Regional Planning

The McLean County Regional Planning Commission (MCRPC) partners with a diverse array of public and private entities. Through planning, we develop a vibrant sense of place using local policies and practices regarding land use, infrastructure, and community facilities.

The Executive Director will serve as the Chief Executive for MCRPC serving a nearly 1,200 square mile region in central Illinois, with a population of over 173,000. The Executive Director serves as an administrator, leader, and operational executive for the Metropolitan Planning Organization (MPO) and the Regional Planning Commission (RPC). Operations include establishing and implementing the Strategic Plan for MCRPC and performing planning and supervisory functions. The Executive Director will ensure that MCRPC consistently pursues, considers, and appropriately implements best practices and maximizes collaborative opportunities with municipalities and other partners. Detailed information about MCRPC is found at <https://mcplan.org/>.

MCRPC serves as the leader for planning tomorrow's McLean County by bringing *expert planning, deep local knowledge, and vibrant public participation* to shape our future to promote opportunity, livability, and sustainability.

In addition, the Executive Director of MCRPC provides guidance, oversight and executive leadership in managing the financial and operational needs of MCRPC, embodying the following values:

Regionalism: The cornerstone of our existence, our unique regional perspective provides us the vantage point to address issues that extend beyond traditional boundaries. To that end, we are the catalyst for building consensus from diverse viewpoints; we provide forums that facilitate regional dialogue; and our planning processes promote regional unity.

Governance: We feel policy decisions are best made by the level of government closest to the people. We directly involve local governments in our decision-making processes, as operated through the Commission (an executive board of local government and agency representatives).



Government Center - Downtown Bloomington

Service: We serve the planning needs of communities of McLean County, individually and collectively, by advancing the recognition that healthy communities balance diverse needs; and, by working collaboratively with local governments, area organizations, private entities and other public-private efforts to achieve that balance.

Innovation: We recognize our communities are best served by our ability to anticipate the consequences of dynamic change. We focus on innovative

solutions to both existing and future challenges facing local governments and the region, grounded in respect for our history and culture.

Advocacy: We advocate on behalf of our regional community, at all levels of government. We maintain an objective and impartial approach to issues; and, we adhere to strong standards of professionalism in all aspects of our work, for the betterment of the region.

Inclusion: We engage the public in an open and broadly participatory planning process. We seek active participation and welcome alternative views of all groups; and we ensure that all citizens can observe, debate, question, and participate in the planning process.

Professionalism & Excellence: We provide high quality services through well-trained, technically proficient staff.



Historic Normal Theater - Uptown Normal

Desired Competencies

- **Visionary:** Displays passion and optimism; inspires respect and trust; mobilizes others to fulfill the vision; provides vision and inspiration to other employees
 - **Delegation:** Delegates work assignments; matches the responsibility
- to the person; gives authority to work independently; sets expectations and monitors delegated activities; provides recognition for results
- **Customer Service:** Provides excellent customer service; responds promptly to customer needs; solicits customer feedback to improve service
- A photograph of the McLean County Museum of History, a large, classical-style building with a prominent dome and columns. The building is situated on a street corner in Downtown Bloomington, Illinois. The sky is clear and blue.
- McLean County Museum of History - Downtown Bloomington*
- **Quality Management:** Looks for ways to improve and promote quality; demonstrates accuracy and thoroughness; fosters quality focus in others; improves process, products and services
 - **Project Management:** Develops project plans; coordinates projects; communicates changes and progress; completes projects on time and within budget; manages project team activities
 - **Business Acumen:** Understands business implications of decisions; demonstrates knowledge of MCRPC's business and competition; aligns work with strategic goals
 - **Cost Consciousness:** Works within approved budget; develops and implements cost saving measures; contributes to profits and revenue; conserves organizational resources
 - **Board Relations:** Displays skills at developing, building, and sustaining an excellent working relationship with the

Board; an experienced leader with the background and skills ensure the Board is properly constituted and trained to conduct effective governance and to chart a course for the McLean County's future.

- **Communication:** Have a demonstrated ability to purposefully build connections and relationships with stakeholders

Education and Experience

The successful candidate will possess a bachelor's degree in planning or a closely related field.

A master's degree in planning or closely related field is strongly preferred. In addition,

- MPO experience and AICP certification are preferred
- Five (5) years of progressively responsible experience in a planning agency or firm
- Two (2) years in a supervisory role
- Or any equivalent combination of education, training, and experience that provides the requisite knowledge, skills, and abilities for this position.

Salary is commensurate with experience.

Desired Capabilities

The successful candidate will have:

- Demonstrated record of leadership with a comprehensive knowledge of staff development and management, governmental finances and budgeting
- Stature to uphold the agency's integrity
- Expertise in strategic planning and consensus building

- Ability to facilitate the development of a strong, solutions-based, resident-focused administration that adheres to MCRPC's core values
- Capability to lead the implementation of planning initiatives and nurture relationships to expand funding
- Ability to sustain excellent working relationships with community partners



Uptown Normal

Desired Characteristics

The successful candidate will:

- Possess ethical character and integrity
- Demonstrate the ability to communicate effectively and be a good listener
- Be innovative and flexible in creating more effective ways to accomplish missions
- Utilize fair and fact-based decision making
- Be capable of leading visionary initiatives and be results-oriented
- Have the ability to collaborate with others
- Utilize an analytical, data driven and strategic approach

Life in McLean County

Experience the extraordinary career, educational, and quality-of-life assets available in McLean County and the urban center of Bloomington-Normal set in the Illinois prairie.



Wind farm in McLean County

With the highest median household incomes in Central Illinois, four (4) universities/colleges, and a combination of cultural amenities and rural ambiance, the McLean County/Bloomington-Normal metro region is exceptional. The urban center has the youthful vibe of a university town with cultural amenities like the McLean County Museum of History in Downtown Bloomington, the Children's Discovery Museum in Uptown Normal, the Bloomington Center for the Performing Arts and the historic Normal Theater.

The largest county by land area in the State, McLean County has a population of



Constitution Trail



State Farm Headquarters - Bloomington

over 173,000 with a median age of 33 and 133,000 living in the Bloomington/Normal urban area.

Bloomington/Normal is headquarters to large employers like State Farm Insurance, COUNTRY Financial, Nussbaum, Heartland State Bank, and home to Illinois State and Illinois Wesleyan Universities. Retaining its position as one of the top grain producers in the country, McLean County is emerging as a mid-western hub for renewable energy and an early "EV Town" designee. Bloomington/Normal is also home to the manufacturing site for Electric Vehicle (EV) start-up RIVIAN Automotive. McLean County emphasizes sustainability, including renewable energy programs linked to wind and solar power industries.

Located in the heart of Illinois, Bloomington/Normal is served by multiple interstate highways, air travel, passenger trains and the iconic Route 66.

McLean County has an emerging farm to table and brewery scene; professional, collegiate and amateur sports; over 45 miles of recreational trails connecting neighborhoods, communities, schools, businesses; and more than 3,700 acres of local and County parks.

2017 Population

Bloomington 78,368

Normal 54,534

McLean Co.
combined 172,290



U.S. Census Bureau, American Fact Finder

TOP 25 best small places for business and careers



Forbes 2015

Major employers

- State Farm
- Illinois State University
- COUNTRY Financial
- Advocate BroMenn Healthcare
- OSF St. Joseph Medical Center
- Aflac
- Illinois Wesleyan University
- Heartland Community College
- Heritage Enterprises
- Bridgestone/Firestone

TOP college town



BN ranks in the top 10
Top College Towns thanks to our
quality of life and professional
opportunities for students.

Business Insider 2017



#1 corn producer | #2 soybean producer



McLean County is
#1 in the U.S. in production
by county for corn and
#2 for soybeans.

National Agriculture Statistics Service, 2017

Digital capital OF ILLINOIS

High percentage
of workers in science,
technology, engineering,
and mathematics.

Google 2015

Top 10 affordable places to live in the U.S.



Livingly 2015

BEST for millennial job seekers



Among Top 50 Best Places for
STEM grads, 38 percent
of the population is between the
ages of 20 and 44.

Nerd Wallet, 2015