

CITIZENS LEAGUE REPORT

No. 112a

**Guidelines for selecting a new Executive
Director for the Metro Airports
Commission**

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RECOMMENDATIONS

We recommend to the members of the Metropolitan Airports Commission certain guiding principles as it proceeds to select a new Executive Director.

1. An extensive search should be made to find the most qualified individual it is possible to interest in the position. This procedure will not only assure the selection of an outstanding Executive Director but will gain public confidence and will add stature to the individual finally selected.
2. Although there are obvious advantages in selecting the new Director as soon as possible, the more important consideration is to secure the most capable individual for the position. A final decision should be withheld until reasonable steps have been taken to assure that the man chosen favorably compares with other prospective candidates who might be interested in the position.
3. We urge the Commission to establish promptly the procedural steps which are to be taken in communicating with and interviewing candidates for the position. We likewise consider it important to establish a general set of guiding principles as to the more important qualifications needed to adequately perform the duties of Executive Director.
4. It would seem at least difficult for the entire membership of the Commission to participate in the procedural steps of interviewing candidates, processing applications, etc. We therefore suggest that a committee of less than the full commission membership be established to draft the procedures which are to be followed and bring these recommendations to the commission for its consideration at the earliest practicable date. This committee would then follow through on the processing of the applications.
5. We also urge that members of the commission begin consideration of the major qualifications which should be looked for in an Executive Director. Among those we consider to be most significant are the following:
 - a. Demonstrated administrative ability as indicated by managerial experience in a major metropolitan airport.
 - b. A broad knowledge of the requirements of a metropolitan airport system.
 - c. Vision and imagination for planning and operating a metropolitan airport system to meet changing needs.
 - d. Ability to negotiate with lesses of airport properties to assure maximum protection of the public interest.

- e. Ability to communicate with the public and local government officials, and to interpret to them the needs and problems of a metropolitan airport system.
- f. Superior moral character and dedication to duty.

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