

Our Client

The Energy Corridor District is a premier, centrally located business hub that is home to some of the world's largest corporations, thousands of acres of parks and open space, good schools and diverse retail. Established in 2001 by the Texas Legislature as Harris County Improvement District #4, the District has long been home to some of the largest energy companies as well as medium and small start-up, tech and engineering firms, making it the heart and soul of the Energy Capital of the World. Now the District's pioneering companies are leading energy's evolution and Houston's quest to become the Energy Transition Capital of the World.

The District consists of over 2,000 acres, stretching along IH-10 from Kirkwood Road to west of Barker Cypress Road, and extending south along Eldridge Parkway to south of Briar Forest Drive. The District also offers access to assets such as Buffalo Bayou, Terry Hershey Park, various recreational trails, and adjacency to over 26,000 acres of parks and open space.

The District's mission is to promote, develop, maintain, and enhance the Energy Corridor through implementation of projects, services, and initiatives in the realm of public safety, transportation and mobility, infrastructure, streetscape, and economic development. Through active leadership, advocacy, and collaborative efforts, the District works to accelerate area improvements for long-term economic vitality.

The District's current Service Plan was established in 2016 and will continue through until 2026. Planning to establish the new Service Plan will begin within the next 6 months.



The Role

Board Relations

Cultivate strong relationships across the Board of Directors to better leverage each member's unique talents. Steward the board's corporate governance by advocating for diversity of thought and continuity of leadership. Communicate regularly and consistently with the board. Consult with the board chair in preparing agenda for monthly board meetings and assist in conducting said meetings. Make recommendations for the nomination of board members when appropriate.

Safety

Promote a safe and secure environment through the Energy Corridor District's Public Safety and Security Team and the cultivation of relationships and dialogue with stakeholders and the community. Coordinate with law enforcement when appropriate.

Political Advocacy

Represent, advocate for, promote, and market the Energy Corridor District to foster an environment conducive to attracting and retaining businesses. Gather and share relevant data to strengthen public and private stakeholder initiatives, while creating a collaborative partnership with city, county, state and federal elected officials and public agencies to advance key projects and funding. Represent the interests of the District's stakeholders with elected officials and public agencies including: City of Houston, Harris County (Precinct 3), the Texas Department of Transportation, Harris County Flood Control District, METRO, Houston-Galveston Area Council, and the US Army Corps of Engineers.

Infrastructure

Create sound and resilient infrastructure to guarantee the District's long-term success. Foster a vibrant, consistent, uniform streetscape through the implementation of design standards and guidelines that promote a safe community. Assess, advocate, partner, and lead initiatives that create and expand public or private multi-modal transportation and mobility options to, from, or within the District. Work with public and private partners to design safer streets and a resilient environment for pedestrians and motorists, while expanding and amplifying the use of hike and bike trails within and adjacent to the District. Review regional transportation plans and submit comments to the Houston-Galveston Area Council for inclusion of Energy Corridor District projects in the 20-year Regional Transportation Plan.

Strategy & Service Plan

Lead strategic master planning and visioning to determine the best course of action towards the District's primary goals. Incorporate stakeholder feedback to align early, small-scale wins to larger key performance indicators. Carry organizational momentum throughout the service plan to execute across the entire scope of strategy. Lead design and approval of the newest District Service Plan, to commence in 2026.

Constituent Services

Demonstrate active listening skills towards the District's core constituencies, incorporating stakeholder perspectives across all areas of service. Consider additional opportunities to expand constituent services and amenities within the District's operational capacity.

Mixed Use Development

Encourage new development, with a focus on mixed-use, to ensure healthy and balanced growth in the Corridor. Work with public agencies to enhance the Corridor's streets, highways, parks, and natural areas to create a unique and marketable identity. Invest and maintain a quality landscape in the esplanades and the public right-of-way through sustainable practices. Maintain aesthetic value and curb appeal in order to attract visitors and businesses.

Staff Retention & Development

Recruit, develop, and retain a dynamic team of District staff, with team members spanning all core competencies necessary to best deliver on the District's core mission areas. Mentor and secure developmental opportunities on behalf of all staff, with a particular eye towards succession planning. Ensure continuity of service across the team.

Financial Stewardship

Secure additional funding from local, state, and federal sources. In addition, maximize the impact and efficacy of the District's budget, with strategic deployment of District funds alongside public dollars. Consider new methods of revenue generation in order to advance the quality of service across the District.



Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

Demonstrating Topical Acumen

- Shows impressive fundraising skills, including the ability to aggressively seek outside sources of funding such as federal grants or local partnership grants.
- Brings successful managerial experience with a wide portfolio of assets.
- Demonstrates deep understanding of asset lifecycle and the ability to balance prioritization of new projects with continuous asset maintenance.
- Has deep understanding and experience in special district finance and the nuances of working with different government stakeholders.

Setting Strategy

- Has experience developing and executing a strategic service plan involving the perspectives and priorities of a wide range of stakeholders.
- Possesses the ability to create and articulate an inspiring vision for the organization, not only for the areas they are directly responsible for, but the enterprise as a whole.
- Seeks and analyzes data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- Exhibits an entrepreneurial and creative approach to stretching the organization and pushing the boundaries within the industry.
- Demonstrates the ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- Understands the fundamentals of mixed use development, transportation & mobility, and flood control.
- Possesses the ability to set clear and challenging goals while committing the organization to improved performance.
- Undertakes well-reasoned, calculated risks, while seeking data and input from others to foresee possible threats or unintended circumstances from decisions.

- Is viewed by others as having a high degree of integrity and forethought in their approach to making decisions.
- Demonstrates the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- Demonstrates the ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- Possesses the ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- Projects comfort when faced with ambiguity and uncertainty.
- Demonstrates the ability to adapt and lead others through complex situations.
- Leads with self-reflection and an awareness of their own limitations.
- Leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and Influence

- Understands the matrixed leadership environment of a major metropolitan area, and can operate with effectiveness and political savvy in such an environment.
- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Possesses an ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

Driving Sustainability

- Firmly believes that both sustainability and profit are in the organization's best long-term interest.
- Integrates economic, societal, and environmental factors into a purpose-driven strategy, turning sustainability into a competitive advantage.
- Understands and incorporates viewpoints from all key stakeholders to drive decision making and share the benefits.
- Delivers breakthrough innovations and business models that create value for all stakeholders, continually challenging traditional approaches.
- Sets audacious business and sustainability goals, driving concerted action and investments, and stays the course in the face of setbacks.

Contact

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