



Washington Counties Risk Pool  
*Created by Counties for Counties*

Washington Counties Risk Pool  
Leadership Search  
Executive Director  
Position Specification and External Posting  
Recruitment Notification and Contact Information

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Contact Information  
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## Washington Counties Risk Pool Tumwater, Washington

Washington Counties Risk Pool, founded in 1988 and headquartered in Tumwater, Washington, seeks an Executive Director to lead its quest as a successful leader in providing its member counties with insuring, administrative, claims, and risk management services, and member education and training. Washington Counties Risk Pool is a unique public organization representing a wide variety and diverse group of members and is governed by a Board of Directors composed of one representative from each Member County. The association or Pool consists of twenty-six member counties, which together employ approximately twelve thousand five hundred employees. The Pool has expanded its insuring coverage significantly since its inception to include property and cyber risk coverage as well as training and loss control. The current Executive Director is retiring after ten years of leadership service that followed sixteen years of governing service to the organization.

Washington Counties Risk Pool desires a leader who will embrace its distinctive culture and values. Also, to inspire its many constituencies to provide the support necessary to maintain a unique and unparalleled vision, level of performance, and aspiration for delivering unmatched Member Service. The new Executive Director will continue to lead in a proactive style demonstrating outstanding leadership and administrative prowess. The new Executive Director will build upon the Pool's strong foundation:

### *Integrity and Advocacy*

Washington Counties Risk Pool is committed to its membership and supporting member needs. The organization has a strong and loyal membership and reputation for making a difference in the communities served by its members. The organization is recognized for leadership.

### *Internal Strength*

Washington Counties Risk Pool is very strong from an employee relations perspective. Members of the team are well trained, highly skilled and demonstrate outstanding Member Service consistent with the core values of the Pool. Leadership recognizes the importance of treating everyone with dignity and respect.

### *Financial Strength*

Washington Counties Risk Pool is extremely competitive and continues to improve its financial strength while building reserves, keeping expenses in line, and gaining efficiencies. With ending third quarter 2014 Assets and Net Position results of \$36 million and \$17 million respectively, the organization has an extremely strong capital position and asset base.

### *Membership and Services*

Washington Counties Risk Pool maintains an unwavering commitment to the needs of its counties and the communities where they serve. Member satisfaction is extremely positive.

The next Executive Director will work with a highly supportive and professional Board of Directors. The Board is responsible for monitoring the financial safety and soundness of the organization and compliance with respective financial and regulatory requirements. The Board has responsibility for all aspects of organizational governance, and through its 11-Member Executive Committee works closely in partnership with the Executive Director in ensuring strategic success. The Board supports an active and demonstrated commitment to the needs of members and staff and is committed to supporting members and the communities they serve through the highest level of performance.

The new Executive Director will have a deep appreciation for the association's history, mission and values, and a strong commitment and dedication to the Pool's Members and member service. He or she will have excellent fiscal, administrative and interpersonal skills, and the ability to work with a diverse membership that has different needs and representation. The new leader will have excellent communication skills, can build upon current staff success and demonstrate strong coaching and mentoring skills. He or she will be a good listener and demonstrate outstanding follow up skills. The new Executive Director will serve as an active advocate for the pooling industry and specifically in the State of Washington public risk management sector. The new leader will participate and contribute to Pool member's interests both at the state and national levels.

The successful candidate will have significant and strong experience in the pooling industry and demonstrated success. A degree or advanced degree from an accredited university will be looked upon favorably. However, work experience and proven results will also serve to meet new leader requirements.

Washington Counties Risk Pool has retained Confidence Consulting to assist with this recruitment. All inquiries, nominations, and applications should be sent electronically and in confidence to: Jeff K. Bills at e-mail address [jeffkbills@confidenceconsulting.com](mailto:jeffkbills@confidenceconsulting.com). For fullest consideration, application material should be received by February 1, 2015. Candidates should provide a curriculum vita, a letter of application, and the names and contact information of five references. References will not be contacted without candidates' prior knowledge and approval. Review of candidates will begin immediately and continue until the position is filled.

For more information, visit Washington Counties Risk Pool web site at [www.wcrp.info](http://www.wcrp.info).