

Port of Stockton
Port Director Search Presentation

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Managing Partner

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sheyharding
executive search



COMPANY BACKGROUND

- **Founded in 1990**, specializes in **transportation industry** placements.
- Conducts **executive level searches** for **port authorities, ocean carriers, terminal operators, intermodal equipment companies and logistics/supply chain solution providers**.
- Recognized as an **industry leader** with a reputation for **dependability, professionalism and integrity**.
- Active in AAPA, Association of Pacific Ports and the Propeller Club of Los Angeles/Long Beach (2017, 2018 President).
- Regular contributor to Journal of Commerce, three-time speaker at Trans-Pacific Maritime Conference, guest lecturer for California State University, Long Beach, and Lamar University.



BENEFITS OF USING A SEARCH FIRM

Transparency

- Equity, fairness, third party perspective.

Navigating the Process

- Plan, anticipate next steps and problems and maintain the search timeline.
- Help the Board arrive at consensus on qualifications they are seeking (desired experience and other considerations).
- Managing political sensitivities.
- Uncovering candidate histories (the back story and informal reference checking).

Cost

- Getting it right the first time.

Network of Viable Prospects (or the ability to find them). Knowledge of movement within the industry.

Insight

- Professional perspective on what's happening at other ports around the U.S. and in the private sector maritime industry



PUBLIC AGENCY RECRUITMENT

- Over 30 searches with port authorities since 2006.
- Experienced in stakeholder, commission and staff outreach. Have conducted public and individual meetings with commissioners, staff, customers and other port partners to gather stakeholder input.
- Experience working directly with agency CEOs, port commissions, executive directors and HR professionals.
- Experience with adherence to public meeting laws.



RELEVANT EXPERIENCE

Port Sector Executive Placements – West Coast

Port of Oakland – **Maritime Director**, Manager of International Business Development (both 2020)

Port of San Diego– **Vice President, Maritime** (2019)

Port of Redwood City – **Executive Director** (2018)

Port of Tacoma – **Executive Director** (2019), CEO, CCO, Chief HR Officer

Port of Long Beach– **Managing Director Operations**, Asst. Director of Security (2019), Business Development Manager

Port of Stockton, CA – Director of Maritime Operations, Manager of Business Development.

Port of Coos Bay, OR - **Chief Executive Officer**, Chief Financial Officer

Port of Hueneme– **CEO/Port Director**, Director of Business Development

Port of Longview, WA – **Chief Executive Officer**



RELEVANT EXPERIENCE

Other Port Sector Executive Placements – ALL U.S.

- *Port of Mobile* – *Executive Director (Completed March 2020), Chief Operating Officer (2019).*
- *Massport, MA* - *Port Director, Deputy Port Director, Airport Director (Worcester), Director of Maritime Security, Director of Strategic and Business Planning.*
- *Port of New York & New Jersey* – *Director, Port Commerce, Asst. Dir., Business Development.*
- *Port of Galveston* - *Chief Executive Officer (2018)*
- *Port of New Orleans* – *Chief Operating Officer (promoted in 2017 to CEO), Executive Counsel.*
- *Port Freeport* – *Chief Executive Officer, Director of Business Development, CFO*
- *Port of Corpus Christi* – *Director, Human Resources.*



RELEVANT EXPERIENCE



Private Sector

Westwood Shipping Lines (breakbulk/container) – President (June 2020)

America Chung Nam – Executive Director, Logistics



American President Lines (APL) – Head of Transpacific Pricing

APM Terminals – Managing Director, Pier 400

Hyundai Merchant Marine – Sr. VP, Trade Management

Metro Ports – Terminal Manager



United Arab Shipping Co. – President, North American Agency

RECRUITMENT PROCESS

Phase I

Consultation & Info. Gathering
Develop Search Plan & Timeline
Refine Position Description

Phase II

Create Job Postings
Develop Pre-Screening Questions
Select Interview Panel
Source & Evaluate Candidates

Phase III

Continue Sourcing & Evaluating
Conduct Initial Interviews
Develop Panel Interview Questions
Develop Candidate Short List

Phase IV

Present Most Qualified Candidates
Schedule & Conduct Interviews
Debrief Meeting with Panelists
Select Finalist Candidates

Phase V

Second Interviews as Needed
Reference & Background Checks
Job Offer Negotiation & Acceptance
Post-Search Follow-up & Review



SEARCH PLAN

- Develop comprehensive search plan (including timeline and ideal candidate profile).
- Identify target organizations and individuals based on the directive of the Port of Stockton Board.
- Draw from extensive network of industry professionals.
- Conduct direct outreach.
- Ongoing communication with port (weekly) and candidates.





LEVEL OF INVOLVEMENT

- **Your Point of Contact** – Shey-Harding's Managing Partner.
- **Accountable** - Partners directly responsible for search.
- **Control** - No elements of search outsourced.
- **Focused** - Limited number of searches.



ENSURING TRANSPARENCY

- Involve appropriate stakeholders at the front end of the search.
- Ensure the following:
 - Public meeting laws adhered to.
 - Maintain Board and candidate confidentiality throughout the process.
 - Reveal finalist candidate(s) **only** at the appropriate time.
 - Define how final selection decisions are made.
 - Active involvement from port's legal counsel if appropriate.



COMMITMENT TO DIVERSITY

- Shey-Harding will source, screen and present all candidates who meet the qualifications agreed upon and will not discriminate with regard to gender, religion, age, sex, ethnicity, sexual orientation, disability, marital/domestic partner status or medical condition.
- Successful record of placing diverse and female candidates at Ports and with private sector clients. Some recent examples include:
 - **Port of Hueneme - CEO**
 - **Massport - Port Director & Deputy Director, Business Development**
 - **Port of New Orleans - COO (promoted to CEO)**
 - **Port of New York/New Jersey – Director, Port Commerce (Port Director)**
 - **Port Freeport - CEO**
 - **Port of Redwood City - CEO**
 - **APM Terminals (Maersk) - Strategic HR Business Partner**
 - **American President Lines - Head of Transpacific Westbound Trade**
 - **Flexi-Van Leasing - Director, Western Region Pool**



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HCI Platform VxRail

November 2, 2020

Port of Stockton
CALIFORNIA



HISTORY

2007 -
2010

- Grants Coordinator hired
- \$6,090,003 grant funding for I.T. projects

2010 -
2013

- I.T. recommendations

2010 -
2011

- Systems Integrator

2013 -
2018

- Technology gap analysis



HISTORY: *PSGP I.T. PROJECTS*

Year	Amount	Project
PSGP 2007	\$ 1,378,467	Wireless mesh system - digital communications - cameras
PSGP 2008	\$ 1,000,000	Cameras - geospatial I.T.
PSGP 2009	\$ 1,712,036	Fiber installation on the east and west complexes
PSGP 2010	\$ 1,999,500	Software / licensing - cameras
PSGP 2012	\$ 2,315,183	Geospatial I.T. - software / licensing / maintenance support
PSGP 2013	\$ 1,706,400	Cyber security penetration testing - software / licensing / maintenance support
PSGP 2015	\$ 1,334,462	Cyber security - software / licensing / maintenance support
PSGP 2016	\$ 973,864	Software / licensing / maintenance support
PSGP 2018	\$ 991,529	Hyper Convergence technology- software / licensing / maintenance support

PRIOR COMMISSION ACTIONS

- Resolution #8117, March 18, 2019: Purchase two Cisco 9410 Next Generation Enterprise Switches for \$155,957.43.
- Resolution #8118, March 18, 2019: Purchase Hyper Converged Infrastructure (HCI) for \$251,857.
- Resolution #7745, September 19, 2011: Agreement for Enterprise Technology Infrastructure Platform (ETIP) Project for \$2,237,193.
- Resolution #7729, June 13, 2011: Award a contract for Emergency Response and Communications for \$1,388,000.
- Resolution #7728, June 13, 2011: Award a contract for TWIC Infrastructure and Communications Hub for \$1,149,190.
- Resolution #7708, February 7, 2011: Agreement for a Systems Integrator for a Not to Exceed amount of \$798,600.
- Resolution #7670, June 14, 2010: Award a contract for Maritime Domain Awareness - Wireless Communications and Access Tracking System for \$997,334.



OVERVIEW

Hyper Converged Infrastructure (HCI) VxRail

- Enhancement of existing cyber security posture
- Fastest-growing category in datacenter security
- Improves the following:
 - IT agility and efficiency
 - Data encryption
 - Multifactor authentication
 - Stretched clusters
 - Degraded device handling capabilities

Included in purchase:

- Supply
- Licensing
- Support
- Installation
- Commissioning of all hardware components





Simplified Acquisition Threshold

- IT Savvy, LLC \$269,775.00
- [RE]DESIGN Group \$314,109.24



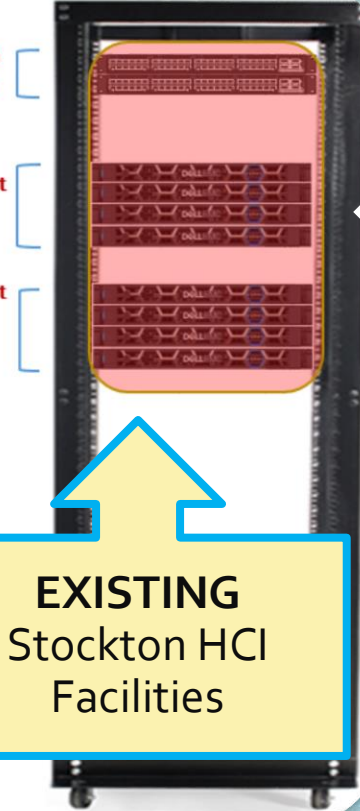
DATA CENTERS



(1) Enterprise Switch
10 Total Rack Units

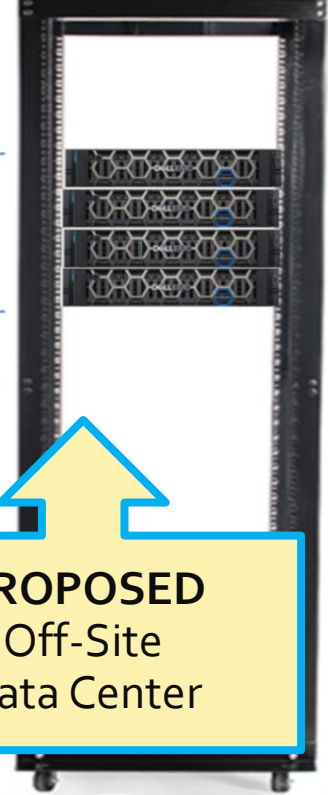
(4 1U) HCI Environment
Virtual Desktops
4 Total Rack Units

(4 1U) HCI Environment
Virtual Servers
4 Total Rack Units



EXISTING
Stockton HCI
Facilities

(4 2U) HCI Virtual
Servers and Desktops
8 Total Rack Units



PROPOSED
Off-Site
Data Center

BENEFIT TO THE PORT

- ✓ Aligns with I.T. recommendations and planning
- ✓ Leverages grant funding
- ✓ Expands I.T. infrastructure to commercial data center
- ✓ Increases I.T. agility and efficiency
- ✓ Includes: Hardware/software platform, required licensing, tech support, and installation



FINANCING

- FEMA Grant 2018-PU-00648 75% \$202,331.25
- Port Match 25% \$67,443.75



COMPLETION TIME

- Once purchased, ETA is 30 days
- Equipment would be implemented by March 1, 2021

RECOMMENDATION

- A. Authorize the Port Director to purchase Hyper Converged Infrastructure (HCI) Platform from I.T. Savvy, LLC for a total cost of \$269,775.

