



Missouri Local Government Employees Retirement System

Employment Opportunity Executive Director

Position Information

The Missouri Local Government Employees Retirement System (LAGERS) is seeking to appoint a new Executive Director (ED) to succeed Robert Wilson, who has announced his upcoming retirement after nearly 30 years of dedicated service. LAGERS is known as a world class system with stellar plan design, funding and operations. The ED is the executive and administrative head of the System and operates the System within the framework established by State laws, and in accordance with charters and policies adopted by its seven member Board of Trustees. The ED manages an annual operating budget of approximately \$43 million and provides leadership and direction to approximately 38 LAGERS staff.

About the Missouri Local Government Employees Retirement System

LAGERS was established in 1967 and is an agent multiple-employer, statewide public employee retirement plan for units of local government which is legally separate and fiscally independent of the State of Missouri.

As of June 30, 2021, funds under management were approximately \$10.3 billion and there were 822 participating political subdivisions in the System. The system continues to thrive and adds between 15-25 new employers each year. Each subdivision selects the benefits to be provided to its employees from various options provided in statutes. Funds available to finance retirement, death and disability benefits result from the accumulation of employer and member contributions plus annual income allocated from investments. An annual actuarial valuation is performed for each municipality and the plan as a whole to determine each employer's fiscal-year contribution rate. LAGERS is well known for its strength, soundness and stability as the retirement solution within the state – with all stakeholders as well as the legislative community.

Role Responsibilities

The ED must be an outstanding leader of people, able to support and sustain the LAGERS vision. The ED is expected to bring fresh, innovative perspectives to LAGERS. They will have overall responsibility for team development and collaboration, building trust between teams and the Board as necessary.

We are looking for a seasoned and respected professional to do the following:



Employment Opportunity - Executive Director

Building and executing strategy: Provide vision, direction, inspiration, and motivation to LAGERS staff. Oversee and implement the organization's multi-year strategic and business plan. Ensure that the organization is adhering to its stated mission, vision, and values.

Delivering operational excellence: Provide oversight of all program areas and ensure the efficient and effective functioning of the System.

Forging a strong relationship with the Board: Maintain open and constructive relations with the Board and work to build consensus whenever possible. Provide guidance to the Board regarding legislative proposals and board policies to ensure that the Board's fiduciary responsibilities are adequately addressed.

Providing organizational leadership: Exhibit leadership among public retirement systems in Missouri and nationwide. Inspire confidence and establish credibility with Board, staff, legislators, constituency groups, and other stakeholders.

The position is based at LAGERS' headquarters in Jefferson City, Missouri.

About Jefferson City

The seat of state government, Jefferson City is in the heart of Missouri. Sitting along the Missouri River with tree-lined bluffs, Jefferson City features natural landscapes, historical buildings, and special landmarks. The Missouri State Capitol, Supreme Court Building, Governor's Mansion, charming Downtown, and beautiful parks and trails are just a few of its many treasures. Business Insider ranked Jefferson City the second-best city to live in after the pandemic. Rand McNally named Jefferson City America's Most Beautiful Small Town. Jefferson City boasts the ease of small town life, such as quick commutes and low cost of living, with all the amenities offered by much larger cities. Columbia Regional Airport is a 25-minute drive and offers free parking with affordable daily flights to international hubs. Kansas City and St. Louis are both within a 2.5-hour drive or train ride where you can take in a professional baseball, football, hockey, or soccer game, along with world-class museums, theater, and dining. The Lake of the Ozarks, the state's most popular vacation destination, is located 40 minutes away with more miles of shoreline than the coast of California.

Jefferson City, a tight-knit community, offers several elementary and secondary educational opportunities. The public school district includes two high schools, two middle schools, and 11 elementary schools, which exemplify the district-adopted slogan of "Stronger Together." Additionally, there are five private elementary schools and two private high schools. Jefferson City is also home to the richly diverse and historically significant, Lincoln University. Take a short 30-minute drive to Columbia and you will find the renowned University of Missouri and home of the Mizzou Tigers.



Employment Opportunity - Executive Director

To learn more about our local area, visit the following websites:

[Welcome to City of Jefferson, MO \(jeffersoncitymo.gov\)](http://jeffersoncitymo.gov)

[Jefferson City, MO - Sites, Attractions, Shopping & Things To Do. \(visitjeffersoncity.com\)](http://visitjeffersoncity.com)

[Jefferson City, Missouri - Wikipedia](http://en.wikipedia.org/wiki/Jefferson_City,_Missouri)

Qualifications

The candidate must be able to demonstrate the following:

- *Experience leading organizations (preferably public pension funds) of similar scale and complexity*
- *Experience executing multi-year, large-scale plans, and projects*
- *Exposure to and involvement in building and maintaining relationships with boards, internal teams, and external stakeholders*
- *Exposure to and involvement in building and maintaining relationships with government officials and agencies*
- *Having worked at reputable, value-driven organizations*
- *Some experience with investments would be considered an asset*

The candidate should also possess the following critical competencies:

- *Shaping strategy*
- *Driving change*
- *Delivering results*
- *Encouraging collaboration*
- *Leading teams*
- *Developing talent*

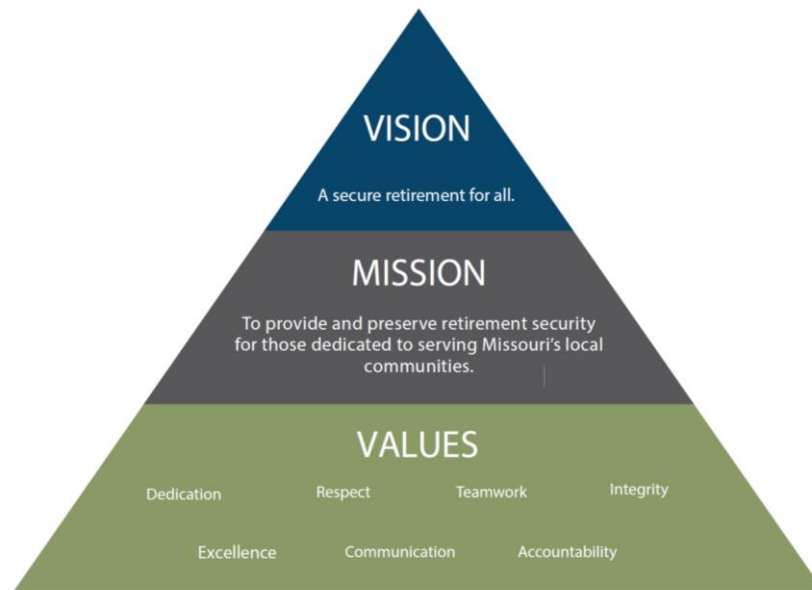
A bachelor's degree or equivalent is required.



Employment Opportunity - Executive Director

Our Mission

At LAGERS, we believe in a secure retirement for all and strive to achieve this vision by pursuing our mission of providing secure retirement, survivors, and disability benefits to local government subdivisions in Missouri. Our mission and vision are supported by the values held in high regard by the Board of Trustees and team. The pyramid below illustrates LAGERS vision, mission, and values:



As ED you will play a special role in our leadership team that champions our collaborative and service-oriented culture as we work to secure the financial future of Missouri's local government employees. By leading the LAGERS team, you have the opportunity to make a difference serving Missouri's local government workers who make our communities great places to live, work, and retire.

How to Apply

To apply for this position, please send resume and statement of qualifications to:

directorsearch@molagers.org

The final filing date for this position is August 15, 2022.