



EXECUTIVE DIRECTOR

Bi-State Regional Commission

Annual Salary:

\$135,000–\$160,000 DOE

Rock Island, Illinois

(serving the Iowa-Illinois Quad Cities Region)



Bi-State Regional Commission is seeking a practical, collaborative, and forward-looking regional executive to lead one of the Midwest's most distinctive bi-state planning and intergovernmental organizations. This is a rare opportunity to guide a respected regional commission through its first Executive Director transition in more than 25 years while advancing transportation, infrastructure, economic development, and regional cooperation across a five-county, two-state region (the 'Quad Cities' on the Mississippi River in Iowa and Illinois).

The Commission is seeking an executive who brings:

- Transportation planning, funding, and regional infrastructure credibility
- Experience leading grant-funded public or intergovernmental organizations
- Skill building trust with elected officials, member governments, state/federal partners, and staff
- The ability to strengthen economic development, grant strategy, and member-service value across the region

Bi-State is a trusted forum for intergovernmental cooperation, regional planning, transportation programming, grant-funded services, and practical assistance to local governments.

ABOUT THE COMMUNITY

The Bi-State Regional Commission serves one of the Country's most collaborative metropolitan regions, encompassing Henry, Mercer, and Rock Island Counties in Illinois and Muscatine and Scott Counties in Iowa.

Anchored by the Quad Cities along the Mississippi River, the region offers the amenities of a regional economy while maintaining the affordability and quality of life associated with smaller communities.

Residents enjoy hundreds of miles of recreational trails, extensive riverfront amenities, nationally recognized museums, performing arts venues, minor league baseball, and abundant outdoor recreation.

The historic Rock Island Arsenal remains one of the region's defining landmarks and economic anchors, alongside major employers including John Deere, healthcare systems, advanced manufacturing, logistics, and growing technology industries.

The region is known for its collaborative culture, where counties, municipalities, business leaders, and regional organizations work together to solve challenges that cross jurisdictional boundaries.

Affordable housing, short commute times, excellent educational opportunities, and a vibrant arts and cultural scene continue to attract residents and employers alike.

As the designated Council of Governments and Metropolitan Planning Organization for the region, Bi-State Regional Commission plays a vital role in helping local governments work together while providing direct technical assistance, transportation planning, economic development services, GIS support, grant administration, and regional collaboration.

Tourism



History



GOVERNANCE & ORGANIZATION

Bi-State Regional Commission is a voluntary Council of Governments serving local governments across two states. The Commission is governed by a 36-member board representing counties, municipalities, program representatives, and citizen members from Iowa and Illinois. The Executive Director reports directly to the Commission while working closely with the Executive Committee and Finance & Personnel Committee. The role requires visible neutrality, sound public-sector judgment, and the ability to lead through influence rather than formal authority. Bi-State's value is grounded in trust, technical credibility, funding leverage, and practical service to member governments throughout the five-county region.

The organization provides transportation planning, community and economic development, grant administration, GIS and mapping services, environmental planning, and regional collaboration that benefits member governments throughout the five-county region.

ABOUT THE JOB

The Executive Director serves as the chief administrative executive of Bi-State Regional Commission and provides overall leadership for the organization's staff, work program, budget, grants, partnerships, and member services. Reporting directly to the Commission, the Executive Director leads approximately 18 employees and manages an annual operating budget of approximately \$2.5 million supported through federal, state, local, contract, and member-government funding.

Bi-State operates in a project-funded environment where staff time, grant eligibility, transportation funding, reimbursement documentation, and audit readiness are directly connected to organizational sustainability. The next Executive Director must be comfortable leading a technical, grant-funded public organization where transportation planning and programming are central to both mission and budget.

Key responsibilities include:

- Providing strategic and operational leadership for the Commission, staff, and regional work program
- Advancing transportation planning, programming, infrastructure coordination, and mobility initiatives
- Managing federal, state, local, contract, and member-funded programs with strong compliance discipline
- Supporting the Commission, Executive Committee, and Finance and Personnel Committee with clear analysis and sound recommendations
- Building trusted relationships with counties, municipalities, state and federal agencies, regional partners, and member governments
- Leading and developing a highly professional technical and administrative staff
- Overseeing budgeting, financial management, project accounting, grants, contracts, and organizational operations
- Strengthening economic development, grant assistance, and regional partnership opportunities
- Communicating complex planning, funding, and infrastructure issues clearly to elected officials and partners
- Preserving Bi-State's reputation for technical excellence while positioning the organization for its next chapter

[Full Job Description](#)



MAJOR SERVICE AREAS

- Transportation Planning and Programming
- Community and Economic Development
- Administrative and Finance Services
- GIS, Data, Mapping, and Graphics Services
- Grant Administration and Member Technical Assistance

QUICKFACTS



EMPLOYEES

18

(19.75 authorized FTE)



ANNUAL OPERATING BUDGET

Approximately

\$2.5 MILLION

OPPORTUNITIES & PRIORITIES

- Successfully lead Bi-State through its first Executive Director transition in more than 25 years while preserving institutional trust and staff continuity.
- Strengthen transportation planning, programming, infrastructure coordination, and state/federal funding credibility.
- Manage a project-funded, grant-supported operating model with disciplined budgeting, documentation, reimbursement, and compliance practices.
- Expand Bi-State's strategic value in economic development, grant assistance, and regional partnerships.
- Demonstrate clear value to member governments of all sizes, including smaller and rural communities across the five-county region.
- Maintain visible balance between Iowa and Illinois while building consensus across counties, municipalities, state agencies, and regional partners.
- Preserve Bi-State's reputation for technical excellence while bringing fresh ideas, practical innovation, and action-oriented leadership.

IDEAL CANDIDATE

The ideal candidate is a collaborative, flexible, and action-oriented regional executive who understands that success in Bi-State's environment comes through influence, partnership, trust, and technical credibility rather than direct authority. The successful candidate will be politically astute and nonpartisan, able to maintain visible balance between Iowa and Illinois, and comfortable working with elected officials, governing boards, member governments, state and federal agencies, staff, regional partners, and key external stakeholders such as Visit Quad Cities and Chambers of Commerce.

The next Executive Director should bring strong transportation planning and funding literacy, experience with grant-funded or reimbursement-based organizations, and the ability to lead professional staff in a project-funded environment. The Commission is seeking a leader who can respect what is working, learn quickly, bring fresh ideas, identify practical opportunities, and move priorities forward with sound judgment.

The successful candidate will be an outstanding communicator who can translate complex planning, infrastructure, grant, and funding issues into clear choices for elected officials and member governments. Above all, the next Executive Director must value teamwork, transparency, integrity, service, and regional cooperation while preserving Bi-State's longstanding reputation for excellence.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Urban or Regional Planning, Transportation Planning, Public Policy, Business Administration, Economic Development, or a related field
- Eight or more years of progressively responsible management and supervisory experience in local government, regional government, transportation planning, economic development, public administration, or a closely related field
- Demonstrated experience with budgeting, strategic planning, staff leadership, grants, intergovernmental relationships, and board or commission support
- Working knowledge of transportation planning, regional planning, grant-funded programs, or intergovernmental service delivery
- Valid driver's license

Preferred:

- Master's degree in a related field
- Executive or senior management experience with a Council of Governments, Metropolitan Planning Organization, regional planning agency, local government, transportation agency, economic development district, or comparable intergovernmental organization
- Experience with federal and state transportation funding, grant administration, project accounting, reimbursement documentation, and compliance requirements
- Familiarity with Federal Highway Administration, Federal Transit Administration, Economic Development Administration, state departments of transportation, or comparable funding partners
- Professional certifications such as AICP, ICMA-CM, CECD, Professional Transportation Planner, or similar credentials

SALARY & BENEFITS

- **Compensation:** \$135,000–\$160,000 DOE

Bi-State Regional Commission offers a competitive executive benefits package designed to attract experienced regional leaders. Benefits include comprehensive medical, dental, vision, life insurance, and long-term disability coverage. Employees participate in a retirement program that includes a **9% employer contribution** with a **4.5% employee** contribution, along with access to an optional **457 deferred compensation plan**.

Employees receive **15 vacation days annually, 11 paid holidays**, and generous sick leave accrual. Additional benefits include education reimbursement opportunities, managed work-week flexibility, and eligibility for the **Public Service Loan Forgiveness (PSLF)** program. The Commission also provides professional development opportunities and supports participation in regional, state, and national professional organizations. Limited relocation assistance may be available for the selected candidate.



HOW TO APPLY

Apply Here



For more information on this position, contact:
Clay Pearson, Senior Vice President, Executive Recruitment
claypearson@governmentresource.com | 713-816-8639

The Bi-State Regional Commission is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation prior to appointment.