

Executive Director

Wyoming Retirement System

Confidential Position Specification

January 2026



The Organization

The Wyoming Retirement System (“WRS”) administers eight defined benefit plans and the Wyoming Deferred Compensation (457) Program. The primary function of the System is to administer the retirement programs in a manner that provides a basis for each individual member of the eight defined benefit plans under the System to retain financial independence in retirement, leaving members with the knowledge and tools to achieve a livable income during their retirement years. The eight benefit plans consist of:

1. Public Employees’ Pension Plan
2. Wyoming State Highway Patrol, Game & Fish Warden and Criminal Investigators
3. Firemen’s Pension Plan A
4. Firemen’s Pension Plan B
5. Judicial Retirement Plan
6. Wyoming Law Enforcement
7. Air Guard Firefighter
8. Volunteer Firefighter and EMT Pension Plan

With over \$13 billion of assets under management, WRS serves over 36,000 pensioners and 41,000 active members. Located in Cheyenne, Wyoming, WRS has a staff of 52 full-time employees, and an operating budget of approximately \$23 million. Budgets are set on a biennial basis and must be approved by the Wyoming Legislature.

The Opportunity



Position
Executive Director



Reporting Relationship:
Board of Trustees



Location:
Cheyenne, WY



Website:
<https://retirement.wyo.gov>

Purpose of the Position

After a dedicated and rewarding 11-year tenure, the current Executive Director has announced his retirement, effective August 1, 2026. WRS and Korn Ferry are accepting applications from interested candidates who possess the knowledge and ability to carry forward the organization's commitment of pension management excellence. This is an incredible opportunity for an executive who has the capacity to establish and deliver on the key priorities of complex public pension funds.

The Executive Director is responsible for the overall activities of WRS. Under the supervision of the WRS Board, the Executive Director oversees: the investment and disbursement program of the system; the actuarial assessment of portfolio assets and liabilities; compliance by staff and contractors with statutory requirements throughout the System, and provides general supervision and control of activities and functions of system personnel.

Key Responsibilities

- Provides vision and leadership for the management of WRS.
- Develops and monitors the WRS strategic plan and budget
- Leads high priority policy reviews and communications relating to WRS stakeholders. A central priority will be serving as the lead executive overseeing communications with the legislature and other governmental bodies, especially regarding the operating budget and related matters
- Oversees the full range of operational priorities, including:
 - Optimizing the experience of pensioners and active members in their use of WRS;
 - Ensuring best practices for the WRS technology platform, including cybersecurity
 - Implementing appropriate best practice for risk management with evaluations of liquidity needs, stress scenarios and asset/liability review
- Supporting the investment function
- Provides executive oversight of Human Resources. Establishes “tone at the top” for a culture that values: high integrity; collaboration; and a friendly, positive work environment. Responsible for assessing adequacy of staffing to achieve operational priorities. Leads succession planning for senior team

The Executive Director oversees WRS operations through six direct reports, the Deputy Director, Audit Manager, General Counsel, Chief Investment Officer, Chief Benefits Officer and Executive Administrator.

The Candidate

Experience and Professional Qualifications

- Bachelor's degree in finance, business, statistics, mathematics or other closely related field preferred; MBA, MPA or other advanced degree preferred
- Significant experience in a management or supervisory role in a complex organization; senior management experience in a public pension fund is preferred
- Experience reporting to and working with a board of trustees or directors
- Knowledge of state and federal pension and savings laws
- Knowledge of institutional investment concepts, including modern portfolio theory and pension risk management practices.
- Knowledge of legislative processes and state government rules and regulations; experience testifying, providing information and working with a political governing body is desired
- Knowledge of government management, including budget development and control, staff management, administrative prerogatives and responsibilities
- Good understanding of actuarial concepts and principles

Personal Characteristics

- Must project strong leadership and management attributes, including vision and the ability to implement it, willingness and ability to delegate to, evaluate, and mentor staff, foster communication, collaboration and teamwork, and deal with conflict
- Politically astute; desire and ability to be involved with the administrative and legislative branches of state government
- Confident, mature presentation skills with an ability to develop immediate credibility with diverse parties ranging from the Retirement Board to legislators, System members and the general public
- A high sense of integrity and ethics

Compensation

Compensation will correspond to the experience level, credentials, and personal characteristics of the candidate within the range established for the position. Benefits provided to all State employees are also available for this position, including participation in the Wyoming Public Employees' Pension Plan, health and dental insurance, a flexible spending plan, and voluntary participation in vision, short- and long-term disability plans, long-term care insurance, and the deferred compensation program. Relocation assistance will be negotiated on an individual basis.

Andrew Brown

Sector Leader

T. 416.400.1190

E. Andrew.Brown@KornFerry.com

Lindsay Higerd

Managing Consultant

T. 469.436.9067

E. Lindsay.Higerd@KornFerry.com

About Korn Ferry

Korn Ferry is a global consulting firm that powers performance. We unlock the potential in your people and unleash transformation across your business - synchronizing strategy, operations, and talent to accelerate performance, fuel growth, and inspire a legacy of change. That's why the world's most forward-thinking companies across every major industry turn to us - for a shared commitment to lasting impact and the bold ambition to *Be More Than*.

