



Position Specification  
President and Chief Executive Officer

Published February 16, 2026



Federal Reserve  
*Bank of Atlanta*

# The Organization

<b>Organization</b>	Federal Reserve Bank of Atlanta (“Atlanta Fed” or “the Bank”), est. 1914
<b>Headquarters</b>	Atlanta, Georgia
<b>Employees</b>	1,700
<b>Website</b>	<a href="https://www.atlantafed.org/">https://www.atlantafed.org/</a>
<b>Mission Statement</b>	To strengthen the economy and its communities by fostering the stability, integrity, and efficiency of the nation’s monetary, financial, and payments systems.
<b>Organization Overview</b>	<p>The Federal Reserve is the nation's central bank, committed to fostering a sound financial system and a healthy economy. Its public service mission is to strengthen the economy and communities by fostering the stability, integrity, and efficiency of the nation's monetary, financial, and payments systems. It is nonpartisan and decentralized by design to conduct monetary policy that is in the long-run best interest of the economy.</p> <p>The Federal Reserve Bank of Atlanta is part of the Federal Reserve System, which includes 12 separately incorporated regional Reserve Banks located across the United States, as well as the Federal Reserve Board of Governors in Washington, DC. Each Reserve Bank brings distinct data and perspectives from its region to the Board of Governors, so the economic experiences of all Americans are represented in the formation of monetary policy.</p> <p>The Atlanta Fed serves the Sixth Federal Reserve District, which includes Alabama, Florida, Georgia and portions of Louisiana, Mississippi, and Tennessee. The Bank has branches in Birmingham, Jacksonville, Miami, Nashville, and New Orleans. In 2023, the Office of Employee Benefits (OEB), its employees and office in Newark, NJ, were transferred to and placed under the supervision of the Bank.</p> <p>Established by Congress in 1913, the Federal Reserve promotes a healthy economy and financial stability by:</p> <ul style="list-style-type: none"><li>• Setting the nation's monetary policy to promote economic goals of maximum employment, stable prices, and moderate long-term interest rates.</li><li>• Promoting financial system stability by monitoring financial system risks and engaging at home and abroad to support a healthy economy for U.S. households, communities, and businesses.</li><li>• Supervising and regulating financial institutions to help ensure the safety and soundness of individual institutions while also providing financial services to depository institutions and the U.S. government.</li></ul>

## **Mandate and Core Functions**

- Fostering a safe, efficient, and accessible payments system for U.S. dollar transactions and electronic funds transfers.
- Promoting consumer protection and community development by engaging with individuals, as well as community and business leaders, to better understand local economic conditions, issues, and the effects of financial services policies and practices on consumers and communities, and by providing economic and financial education resources to support teachers, students, and consumers.

The Atlanta Fed supports the U.S. financial system and the Sixth Federal Reserve District by implementing monetary policy, supervising financial institutions, providing payments and settlement services, and promoting economic stability and community development across the region.

### **Monetary policy implementation**

The Bank contributes to the formulation and execution of U.S. monetary policy by conducting economic research, monitoring regional economic conditions, and supporting the work of the Federal Open Market Committee (FOMC) to promote maximum employment, stable prices, and moderate long-term interest rates.

### **Bank supervision and regulation**

The Atlanta Fed supervises and regulates state-member banks, bank holding companies, and selected nonbank financial firms to promote the safety and soundness of the financial system, ensure compliance with banking laws, and protect consumers.

### **Payments, settlement, and financial services**

The Bank provides critical financial infrastructure services to depository institutions and the federal government, supporting the safe and efficient movement of money and securities, including by:

- Supporting the operation of Fedwire Funds and Securities Services for real-time wholesale payments.
- Providing access to FedACH Services for batch electronic payments.
- Supporting the implementation and adoption of FedNow, the Federal Reserve's instant payments service.
- Distributing currency and coin and supporting check clearing and settlement.

### **Financial data and reporting services**

The Atlanta Fed collects, processes, and analyzes financial and regulatory data submitted by financial institutions to support monetary policy, bank supervision, and financial stability monitoring across the Federal Reserve System.

### **Economic research and public engagement**

The Bank produces economic research, data tools, and publications that inform policymakers, financial institutions, and the public, while also supporting economic education and outreach throughout the district.

### **Community development and consumer support**

Through research, outreach, and partnerships, the Atlanta Fed promotes community development, access to credit, and fair treatment of consumers, with a focus on low- and moderate-income communities across the Sixth District.

## The Position

<b>Position Title</b>	President and Chief Executive Officer
<b>Location</b>	Atlanta, Georgia
<b>Reports to</b>	<ul style="list-style-type: none"><li>• Board of Directors, Federal Reserve Bank of Atlanta (<a href="#">Link</a>)</li><li>• In addition, the Board of Governors exercises general oversight responsibilities with respect to the Reserve Banks (<a href="#">Link</a>)</li></ul>
<b>Direct Reports</b>	<ul style="list-style-type: none"><li>• First Vice President and members of the Bank’s Executive Leadership Committee (<a href="#">Link</a>), who jointly report to the President and First Vice President</li><li>• Office of the President staff, including senior advisor, research officer and executive assistant.</li><li>• ~1,700 employees ... 900+ in Atlanta, many across branches in Birmingham, Jacksonville, Miami, Nashville, and New Orleans, and the balance in Minneapolis, Newark, and remote nationwide</li></ul>
<b>Other Key Stakeholders</b>	<ul style="list-style-type: none"><li>• The Atlanta Fed’s Board of Directors</li><li>• The Board of Governors</li><li>• Fellow members of the FOMC</li><li>• Colleagues in the Federal Reserve’s Conference of Presidents</li><li>• Supervised institutions (state-member banks, bank holding companies, selected nonbank firms)</li><li>• Sixth District business leaders</li><li>• Sixth District community and civic leaders</li><li>• Labor and workforce representatives</li><li>• Academic and research partners</li></ul>

- Media and opinion leaders
- Households and communities across the Sixth District

## Position Overview

The position of the Federal Reserve Bank President reflects the unique nature of the Federal Reserve System itself, which by its very design, has assigned the Reserve Banks a range of very significant responsibilities and incorporates both public and private sector characteristics. A Fed President's responsibilities fall into three broad areas. The first is that of a public policymaker. The second is acting as Chief Executive Officer (CEO) of his/her organization. The third involves contributing to System leadership. All of these distinct roles include an important and sensitive requirement for communicating with the Federal Reserve's various constituents.

While there is a common core of key dimensions associated with a President's job, expectations of an individual Bank President may vary significantly from Bank to Bank, reflecting differences in the background and expertise of an incumbent President, the scale and scope of a particular Bank's work, special responsibilities assigned to a Reserve Bank or its President, and priorities established by the Bank's Board of Directors.

At the Atlanta Fed, the next President and CEO will inherit a high-performing, financially strong, and operationally sound institution and will be expected to provide continuity of excellence while leading with independent judgement, foresight, and a strong commitment to public service.

## Primary Responsibilities

### 1. Policymaker

**Monetary Policy.** A Federal Reserve Bank president participates with the other 11 Reserve Bank presidents and the seven members of the Board of Governors in the process of debating and deciding US monetary policy. The work of a president in monetary policymaking includes:

Economic research. Guides the focus of Bank-level economic research, often in collaboration with other researchers inside and outside the Fed, to inform the policy debate and the general understanding of important economic issues.

Regional economic intelligence. Gathers insightful, anecdotal economic intelligence through interactions with the District board(s) of directors and other business and community contacts. Provides strong support to the board of directors in developing the directors' discount rate recommendations.

Policy debate and decision-making. Participates in FOMC policy debates, bringing both regional insights and independent views on national and international economic issues.

Policy communication. Is actively involved in the process of informing the Fed's various constituents about monetary policy issues and actions.

## **2. Policy Advisor**

**Supervisory Policy.** Pursuant to Section 11(k) of the Federal Reserve Act, the Board of Governors has exclusive authority to establish policies for the supervision and regulation of depository institution holding companies and other financial firms subject to its supervision. A president's involvement in the supervision of financial institutions will vary by the types and sizes of the institutions located in the president's District and their financial condition. The president is responsible for ensuring that the Bank's supervisory staff carries out their responsibilities as set forth by the Board of Governors. The president plays an important contact role, especially in times of financial problems. While Bank supervision and regulatory decisions are made by the Board of Governors, the president may provide valuable input into the regulatory process through participation on joint Bank/board committees and providing comments on regulatory proposals.

**Payments Policy and Related Matters.** Depending on the role of a president's Reserve Bank in payments operations and/or a president's System committee responsibilities, presidents may contribute to setting the strategic direction for the Federal Reserve System payments services and efforts to influence national payments system evolution. In this regard, presidents' contributions may be informed through their association with financial institutions in their districts. During times of crisis, presidents may play a more direct and visible leadership role in System payments issues.

## **3. Chief Executive Officer**

A Federal Reserve Bank president serves as CEO of his/her Bank, an organization with complex, challenging, and sensitive responsibilities. That work includes:

Strategic vision and leadership. In consultation with other senior officers at the Bank and with the board of directors, develops a broad vision for the organization subject to the statutory authority of Reserve Banks. Communicates the corporate vision throughout the organization and develops effective strategies and goals to accomplish the vision.

Models the integrity, intellect, character, executive disposition, personal leadership, and communication skills required of an effective top executive.

Business performance and stewardship. Fosters a culture of strong business performance and achieves strategic financial and operational goals. Provides good stewardship of public resources and is accountable for budget and financial performance for the Bank, including the oversight of System payments operations in their districts, discount window lending, and shared financial goals of the System.

Risk identification and mitigation. Creates and participates actively in a process for identifying strategic risks facing the organization and leads the development of strategies and initiatives to mitigate those risks.

Director relations. Assists in the ongoing process of identifying and recruiting strong potential directors with a mix of backgrounds and perspectives for election by shareholder banks and appointment by the Board of Governors. Advises and consults with the Bank's board of directors regarding issues of strategic direction and policy and keeps the board informed regarding ongoing operations and progress on business goals and objectives. Ensures that individual directors are well prepared and supported to fully contribute to board discussions.

Development of leadership talent and teamwork. Identifies, recruits, and develops a strong varied cadre of leaders for the organization. Builds teamwork across functional areas and with other colleagues throughout the Fed System. Fosters a culture of openness and provides an environment for personal growth and advancement. Develops senior management succession plans.

Community and civic involvement. Represents the Reserve Bank and the Federal Reserve System to the community within the Federal Reserve District. Educates community leaders and the public about the Fed's roles and responsibilities. Promotes the Federal Reserve as an involved and supportive organization within the cities where the Bank has a presence. Builds goodwill and respect for the Federal Reserve among the Bank's constituencies.

#### **4. System Leadership**

While each Reserve Bank operates as a distinct legal entity, the success of a Reserve Bank and the overall Federal Reserve System depends upon the effective collaboration and cooperation among the Reserve Banks. That intellectual and operational partnership among Reserve Banks has several dimensions:

## Ethics and Prohibited Activities

Personal System contributions. Contributes to the Conference of Presidents' debate and decision-making on issues that transcend individual Reserve Bank authority, recognizing the duty to ensure that decisions on such matters need to reflect the broad interests and strategies of the Federal Reserve System. Leads or contributes to individual System committees, projects, or other efforts to ensure that the best ideas and thinking from across the System are identified. Follows through in leadership assignments to build consensus, get decisions, implement decisions, and assess results.

Support for coordinated System direction. Ensures that the local Reserve Bank supports coordinated System objectives by contributing strong performance and quality on its local System responsibilities and by fulfilling its performance agreement obligations to the other Reserve Banks.

Staff contributions. Identifies staff from his/her Reserve Bank with the experience, interest, and ability to take roles in System subcommittees, task forces, and project work. Makes such staff available and provides appropriate support for such System assignments.

It is indispensable to the proper functioning of, and the maintenance of public confidence in, the Bank and the Federal Reserve System that every employee performs his or her duties with honesty, integrity, and impartiality, and without improper preferential treatment of any person or organization. Employees of the Bank are subject to federal criminal statutes that prohibit financial conflicts of interest (e.g., an employee's work on any matter in which he/she has a financial interest is prohibited). In addition, the Bank's code of conduct generally prohibits activities such as:

- Outside activities that are inconsistent with employee's duties and responsibilities (e.g., holding a position as a director of a publicly traded company).
- Certain partisan political activities, such as fundraising or holding partisan elected office.

In addition, the Federal Reserve System recently adopted comprehensive new rules that limit the investment and trading activity of Reserve Bank Presidents. Therefore, the Bank's President is prohibited from:

- Purchasing individual stocks or sector funds; holding investments in individual bonds, agency securities, cryptocurrencies, commodities, or foreign currencies; entering into derivatives contracts; and engaging in short sales or purchasing securities on margin.

The President is required to provide 45 days' non-retractable, advance notice for purchases and sales of securities, obtain prior approval for purchases and sales of securities, and hold investments for at least one year. In addition, the President will be required to publicly disclose securities transactions within 30 days, and financial disclosures filed by the Bank President will be promptly posted on the Bank's website. The purchase and sale of securities is prohibited during FOMC blackout periods and during periods of heightened financial market stress.

For more information on the Federal Reserve System's ethics and values, please visit: <https://www.federalreserve.gov/aboutthefed/ethics-values.htm>.

For more information on Transparency, Governance, and Ethics at the Federal Reserve Bank of Atlanta, please visit: [Transparency, Governance, and Ethics - Federal Reserve Bank of Atlanta](#)

## Term and Tenure

The president of a Federal Reserve Bank is appointed for a term of five years. The terms of all the presidents of the 12 District Banks run concurrently, ending on the last day of February of years numbered 6 and 1 (for example, 2026 and 2031). The appointment of a president who takes office after a term has begun ends upon the completion of that term. A president of a Reserve Bank may be reappointed after serving a full term or an incomplete term. Reserve Bank presidents are subject to mandatory retirement at 65 years of age. However, presidents initially appointed after age 55 can, at the option of the board of directors, be permitted to serve until attaining 10 years of service in the office or age 75, whichever comes first. The incoming Atlanta president will assume a term that runs from March 1, 2026 to the last day of February, 2031.

## The Person

### Profile Overview

Ideal candidates are seasoned leaders with proven high executive functioning ability and experience in the private sector, public sector, and/or academia who can be credible and compelling on the most topics most critical to The Bank, its District, and the System. They bring credibility with senior counterparts in policy, regulatory, and market arenas; a record of shaping and executing strategy in complex organizations; and experience building high-performing teams and healthy cultures across a broad geographical footprint. They are an effective public communicator and trusted steward of the Federal Reserve's independence, able to balance District and System responsibilities while leading the Atlanta Fed in a more visible, scrutinized environment.

The Federal Reserve Banks seek candidates who can:

- guide the focus of the Bank's economic research and gather economic intelligence through interactions with the Bank's board of directors and other business and community contacts;
- provide keen insights to FOMC policy discussions;
- communicate clearly about monetary policy;
- be a strong chief executive officer of the Bank;
- ensure that the Bank maintains an effective system of bank supervision by faithfully carrying out its delegated authority from the Board of Governors;
- make strong personal contributions to matters requiring collective System action or direction;
- and demonstrate a strong commitment to the Federal Reserve's ethics, conflicts-of-interest, and financial disclosure standards, managing personal financial affairs and outside activities in full alignment with these requirements.

## Pivotal Experience & Expertise

- **Strategic vision.** Proven expertise formulating and executing strategy in complex institutional environments, informed by macroeconomic conditions, financial market dynamics, and emerging risks. Able to balance near-term operational requirements with long-term positioning of the Atlanta Fed, the Sixth District, and the Federal Reserve System.
- **Economic acumen.** Ability to understand and interpret economic data and conditions, and to make and defend economic judgments informed by data, staff expertise, and regional input. Applies economic insight to inform strategy and support the Bank's policy-related responsibilities and FOMC contributions.
- **Business leadership.** Demonstrated strong financial and risk acumen, with experience overseeing balance-sheet dynamics and navigating financial market volatility in highly regulated environments.
  - **Sound financial and risk judgment.** Demonstrated ability to weigh complex trade-offs, consider second- and third-order effects, and make decisions that support monetary policy goals, financial stability, and public confidence.
- **Enterprise and operational leadership.** Significant experience leading all primary aspects of a business, department, or unit. Drives operational effectiveness and resilience across complex

operations and is capable of creating continuous improvement, clear accountability, and strong results in a public-service context.

- **Stakeholder acumen and external presence.** A clear, confident communicator who is comfortable with external visibility and media engagement, and who can engage boards and stakeholders across a geographically broad footprint, including business, community, civic, and policy audiences. Demonstrates the ability to translate complex economic and policy concepts into accessible language for boards, policymakers, media, and the public, representing the Atlanta Fed and the Federal Reserve System credibly in the District and nationally while maintaining the Federal Reserve’s independence and nonpartisan stance.
- **Balancing District and System responsibilities.** A strong sense of stewardship for the Federal Reserve System, with the ability to advocate effectively for the Atlanta Fed while working collaboratively with other Reserve Banks and the Board of Governors to advance shared objectives. Demonstrated ability to balance District and System responsibilities.
- **Technology and digital fluency.** Digitally fluent leader with a focus on operational resilience, third-party oversight, data, and technology modernization. Able to leverage innovation—including AI and data—to support the Atlanta Fed’s mission and maintain its standing within the Federal Reserve System, while preserving risk discipline and institutional stability.
- **Emerging-issues fluency.** Curiosity and comfort engaging on emergent themes relevant to the Sixth District—such as technology and innovation, labor and immigration dynamics, stablecoin and digital assets, education, trade, and international linkages—and the judgment to draw appropriately on expert input in these areas.

## Leadership Capabilities

- **Inspire and influence.** Sets a strong tone at the top and creates followership through credibility, clarity, and personal presence rather than positional authority; is relatable, listens to learn, and inspires confidence in a more public, scrutinized environment.
- **Engage stakeholders and shape strategy.** Puts stakeholders at the center, building trust-based relationships across the District’s many geographies and constituencies and bringing their perspectives into decisions; anticipates changes in the economy, financial system, and policy environment and translates them into clear strategic priorities and choices.
- **District presence and connectivity.** Leads with the Sixth District in mind, actively engages across the region, builds trusted relationships across the breadth of the Bank’s stakeholders, and

thoughtfully brings District perspectives into policy, supervisory, and System discussions, reflecting a strong and authentic connection to the region.

- **Foresight, learning, and adaptability.** Combines strong analytical capability with curiosity and a growth mindset, thinking ahead, reframing issues, and balancing big-picture perspective with detail; operates effectively amid ambiguity and change, adapting approach across varied District contexts.
- **Build talent, teams, and innovation.** Attracts, develops, and retains top talent who bring a broad range of experience and perspective; strengthens leadership capacity across the Bank; and creates an environment that supports engagement, collaboration, experimentation, thoughtful risk-taking, and constructive challenge in service of the mission.
- **Drive for results with judgment and resilience.** Maintains high standards for execution and outcomes in a public-service context, making timely, well-reasoned decisions and preparing the Bank for near-term governance and System demands; demonstrates steadiness and resolve under pressure, leading effectively through sustained scrutiny while safeguarding the institution’s independence and reputation.

## Culture Impact

- **People-Positive and inclusive.** Models and reinforces a people-positive, inclusive environment where individuals feel respected, supported, and able to do their best work, and where varied perspectives are encouraged, actively welcomed and treated with dignity.
  - **Values-driven leadership.** Acts as a visible carrier of the Atlanta Fed’s values—Integrity, Excellence, and Respect—across the Sixth District, the Federal Reserve System, and Washington, DC; demonstrates unimpeachable ethics and integrity, fosters psychological safety, and creates space for people to raise concerns, name tensions, and advocate for meaningful change.
- **Clarity of direction with adaptability.** Provides clear direction that aligns people’s work to the Bank’s purpose and priorities while helping the organization navigate change and uncertainty; reinforces a people-positive, inclusive, and impact-driven culture and anticipates how it must evolve to meet the future needs of the Sixth District and the Federal Reserve System.
- **Impact-driven and accountable.** Focuses on progress over perfection and on the impact of actions on the Bank’s mission, the Sixth District, and the System; sets clear expectations, uses metrics

	<p>and milestones to hold self and others accountable, and seeks to improve the long-term effectiveness of the Bank while respecting risk, policy, and public trust.</p> <ul style="list-style-type: none"> <li>• <b>Transparent, collaborative, and learning-oriented.</b> Promotes transparency in communication and decision-making, collaborates across functions, locations, and lines of business, and supports a learning organization that is curious, reflective, and open to feedback.</li> </ul>
<b>Educational Credentials</b>	<ul style="list-style-type: none"> <li>• Undergraduate degree required; MBA, MS, or other advanced degree and/or professional certification preferred.</li> </ul>
<b>Application Process</b>	<ul style="list-style-type: none"> <li>• Contact the Heidrick &amp; Struggles engagement team at <b>FedAtlantaPresident@heidrick.com</b> with interest or nominations.</li> </ul>

# Engagement Team

---

## Heidrick & Struggles

[Heidrick & Struggles](#) serves the executive leadership needs of the world's top organizations as a trusted advisor for leadership consulting, culture shaping and senior-level executive search services. Our data driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.

### **Timothy Holt**

Partner, New York

Office: +1 (212) 699 3116

Mobile: +1 (201) 927 7513

Email: [tholt@heidrick.com](mailto:tholt@heidrick.com)

### **Donald Chae**

Partner, Chicago

Office: + 1 (312) 496 1302

Mobile: + 1 (312) 371 7203

Email: [dchae@heidrick.com](mailto:dchae@heidrick.com)

### **Ellen Brown Landers**

Senior Advisor, Atlanta

Mobile: +1 (404) 259 0586

Email: [elanders@heidrick.com](mailto:elanders@heidrick.com)

### **Emily Chang**

Senior Associate, New York

Office: +1 (212) 699 3152

Email: [echang@heidrick.com](mailto:echang@heidrick.com)

### **Brea Purdie**

Associate, Washington D.C.

Office: +1 (202) 974 6084

Email: [bpurdie@heidrick.com](mailto:bpurdie@heidrick.com)

### **Xavier Chance**

Project Administrator, Tampa

Office: +1 (813) 371 8896

Email: [xchance@heidrick.com](mailto:xchance@heidrick.com)



Federal Reserve  
Bank *of* Atlanta

[Atlantafed.org](https://atlantafed.org)