

DIRECTOR OF TRANSPORTATION

San Francisco Municipal Transportation Agency





THE COMMUNITY

San Francisco is the fourth largest city in California with more than 865,000 residents and a daytime population that swells to more than 1.2 million. It is also one of the most culturally diverse and internationally recognized of all American cities; the community is a blend of residents, businesses, and tourists from many cultures and backgrounds. San Francisco is one of the most ethnically diverse major cities in the United States, with residents of African American (5.8%), Asian (33%), Caucasian (41.9%), Hispanic (15.1%), Native American (0.2%), Pacific Islander (0.4%), and other (3.5%) descent. The City is also home to the third largest concentration of members of the LGBTQ community among the 50 largest U.S. cities.

Built on a 49 square-mile peninsula, its unique terrain is bordered on three sides by the Pacific Ocean and the San Francisco Bay. Regionally, San Francisco is often referred to as the economic and cultural hub of the Bay Area because of its vibrant make-up.

SFMTA

The San Francisco Municipal Transportation Agency (SFMTA or Agency) is a department of the City and County of San Francisco (City) responsible for the management of all ground transportation in the City. Established by voters in 1999 to advance the City's Transit First Policy, SFMTA was created by combining multiple City agencies, including the Department of Parking and Traffic, the Municipal Railway (Muni), and since 2007, the Taxi Commission. SFMTA has unique oversight over the Muni public transit, as well as bicycling, paratransit, parking, traffic, walking, and taxis and has worked to improve the streets to better serve the people of San Francisco.

SFMTA is governed by a seven-member Board of Directors who are appointed by the Mayor and confirmed by the San Francisco Board of Supervisors. The SFMTA Board provides policy oversight, including budgetary approval, and approves changes of fares, fees, and fines, ensuring representation of the public interest.

Currently, SFMTA has over 6,000 employees with a \$1.2 billion two-year operating budget for fiscal years 2019 and 2020 and a capital budget of \$630.8 million for fiscal year 2020.

THE POSITION

The Director of Transportation, under broad policy direction from the Board of Directors, plans, organizes and directs all functions and activities of the SFMTA. The Director oversees the following divisions:

- Capital Programs & Construction
- Central Subway Program
- Communications and Marketing Division
- Finance & Information Technology
- Government Affairs
- Human Resources
- Sustainable Streets
- System Safety
- Taxis & Accessible
- Transit
- Equal Opportunity Office

For more information on the SFMTA, please visit: <https://www.sfmta.com/sfmta-strategic-plan>.

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THE IDEAL CANDIDATE

San Francisco has seen significant changes in how people get around the City, as well as a booming tech industry, an influx of new residents and workers, and a shift in what the public expects from the City's transportation system and government. As such, SFMTA seeks a dynamic, strategic and committed leader to become its next Director of Transportation. The new Director of Transportation will ensure that the Agency continues its evolution to a more responsive, transparent and accountable organization.

The next Director of Transportation will bring a proven track record of success in leading large and complex operations. This person will represent the SFMTA nationally, regionally and throughout San Francisco in a confident, proactive and visionary manner. The incoming Director will address the following high priorities and challenges:

- **Service Delivery** – Ensure safe, consistent and reliable operations for the City. Implement contingency plans that are ready to execute and communication protocols. Lead a visibly engaged management team that is prepared to steer the Muni system through outages and disruptions. Deliver accurate and timely information to the public.
- **Infrastructure** – Oversee the large slate of capital projects. Ensure the project schedules are monitored, adhered to and completed in a timely and fiscally responsible manner. Have a clear understanding of basic engineering, finance and legal principles.
- **Organizational Development** – Foster an open and supportive work environment for all SFMTA's employees which is free of harassment and discrimination. Welcome input and feedback from all levels of the workforce. Enforce a culture of safe employment. Break down internal barriers by uniting divisions and developing an Agency-wide brand and culture.
- **Staff Development** – Inspire and motivate the Agency's employees. Create programs that show support and appreciation for the employees throughout the Agency. Implement new training programs. Implement a culture of accountability and consistent employee performance evaluations, recognition and disciplinary actions when warranted, consistent with due process and progressive discipline principles.
- **Pedestrian and Bike Safety** – Prioritize and take bold action to make rapid progress to achieve the Vision Zero goal of eliminating all traffic-related fatalities. Be proactive in supporting the latest legislation and initiatives that protect the lives of members of the community.
- **Commitment to Diversity** – Improve recruiting outreach and hiring processes. Continue to push for and increase diversity. Support and promote diversity, equity and inclusion programs.
- **Collaboration** – Create a high performing Executive Team. Work closely with other departments within the City government. Balance the needs of SFMTA with the desires of various stakeholders groups, elected officials and the employees.
- **Technology and Innovation** – Review emerging mobility initiatives and evaluate which innovations best achieve SFMTA's values and goals. Stay attuned to national trends and have the vision to keep San Francisco on top of best practices.

Additionally, the ideal candidate will be an effective and seasoned manager who thrives in a collaborative and fast paced environment with a sense of urgency. This person will have outstanding problem-solving skills, be willing to take risks on behalf of the Agency and be able to make hard decisions and stand by them. This person will be patient, dedicated and able to affect positive change. This candidate will lead and inspire a passionate and committed workforce to the highest level of performance.

Lastly, the selected candidate will be committed to providing a consistent, innovative and high performing work environment for the Agency's hardworking employees, and outstanding and reliable services for the people of San Francisco who are dependent on SFMTA's unique and diverse modes of transportation.

Education and Experience

Candidates should have a combination of experience and education such as a bachelor's degree from an accredited college or university (an advanced degree is desired), and experience with running a governmental department. Experience reporting to and working with a Board of Directors is a plus.

- Requires excellent leadership, management and communication skills.
- Strong familiarity and knowledge of transportation issues and challenges, and experience with transit operations is a plus.
- A strong knowledge of San Francisco and the ability to get up to speed quickly is also a plus.

National candidates are encouraged to apply.

EMPLOYMENT ARRANGEMENT

Under the City's Charter, the Director of Transportation is employed pursuant to an individual employment contract. The Director serves at the pleasure of the Board of Directors.

COMPENSATION

The salary for this position is dependent upon the qualifications and experience of the selected candidate. Compensation will be comparable to that of directors or chief executives of U.S. public transportation systems that resemble the SFMTA in size, mission, and complexity. In addition, a portion of the compensation is in the form of incentive compensation for achieving service standards adopted by the Board of Directors.

The City also provides an excellent benefits package, including:

Retirement – Through the San Francisco Employees' Retirement System (SFERS), a defined-benefit retirement is provided under the applicable provision of the San Francisco Charter. For a new hire, the Charter provides a "2.3% at 65" retirement formula. The selected candidate may also participate in the City's 457(b) Deferred Compensation Program.

Life Insurance and Health Benefits – The selected candidate may enroll in medical, dental, and vision benefits, including for eligible family members.

Executive Leave and Vacation – Five days of paid executive leave and five 'floating holidays' are provided annually. Vacation days are accrued at increasing rates starting with ten days annually in the first five years of continuous service, rising to twenty days annually after completing fifteen years of continuous service.

Legal Holidays – Eleven (11) paid legal holidays per year.

Sick Leave – Thirteen (13) days annually.

Other than retirement, health, vacation and sick leave benefits, all terms and conditions of employment are subject to negotiation in the employment contract.

HOW TO APPLY

Apply immediately at www.alliancerc.com. For questions, inquiries or candidate recommendations, please contact:

Sherrill Uyeda or Cindy Krebs

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An Equal Opportunity/ADA Employer

The City/County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy, or any other legally protected characteristics.