

**SAN FRANCISCO MUNICIPAL TRANSPORTATION
AGENCY**

DIRECTOR OF TRANSPORTATION



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 ethnic 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 (.2%), Pacific Islander (.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) is a department of the City and County of San Francisco responsible for the management of all ground transportation in the city. Established by voters in 1999 to advance the Transit First Policy, SFMTA was created by combining multiple San Francisco city agencies, including the Department of Parking and Traffic, Muni, and since 2007, the Taxi Commission. SFMTA has unique oversight over the Municipal Railway (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 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 changes of fares, fees, and fines, ensuring representation of the public interest.

Currently, SFMTA has over 6,000 employees.

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>. The position is open due to retirement of the incumbent.

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 service for the City. Implement contingency plans which are ready to execute and communication protocols. Lead a visibly engaged management team which is prepared to steer the 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 the employees. 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 a department wide brand and culture.
- **Staff Development** – Inspire and motivate the employees. Create programs that show support and appreciation for the employees throughout the Department. Implement new training programs. Implement a culture of accountability and

consistent employee personnel evaluations, recognition and disciplinary actions when called for.

- ***Pedestrian and Bike Safety*** – Fully implement and achieve the Vision Zero goal by eliminating all traffic-related deaths. Continue to support the latest trends and legislation that protects the lives 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 SF 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 best achieves 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 have the foresight to see the potential in leading and inspiring a passionate and committed workforce to the highest level of performance and customer satisfaction possible.

Lastly, the selected candidate will be committed to providing a consistent, innovative and high performing work environment for the hardworking employees and outstanding and reliable service 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.
- A strong knowledge of San Francisco and the ability to get up to speed quickly is also a plus.
- Experience running a transit system is a plus.

National candidates are encouraged to apply.

COMPENSATION

The salary for this position is dependent upon the qualifications and experience of the selected candidate. The City also provides an excellent benefits package, including:

Retirement – Through the San Francisco Employee Retirement System (SFERS) a defined-benefit retirement is provided under the “2.3% at 62” miscellaneous employees’ formula.

Life Insurance – Life insurance is provided in the amount of \$50,000.

Benefits – Eligible Municipal Executives may enroll themselves and eligible family members in medical, dental, and vision benefits.

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.

For additional information regarding benefits, visit: <http://sfdhr.org/benefits-overview>

HOW TO APPLY

Please apply **on-line** by **Monday, August 26, 2019** at www.allianceRC.com. For questions, inquiries or candidate recommendations, please contact:

Sherrill Uyeda or Cindy Krebs

ALLIANCE RESOURCE CONSULTING LLC

Telephone: (562) 901-0769

Email: suyeda@alliancerc.com or
ckrebs@alliancerc.com

follow us on
twitter

<http://twitter.com/Alliancerc>



-Alliance Resource Consulting, LLC

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.

7-19-19

