



career opportunity



DIRECTOR OF TRANSPORTATION

THE COUNTY OF RIVERSIDE **SALARY: \$137,358-\$246,841**

THE County of Riverside is seeking an experienced leader to serve as its next Director of Transportation. The position will oversee the County's Transportation Department, an innovative department responsible for the design, operation and maintenance of roads, bridges and transportation facilities within the unincorporated areas of the County. This position will be responsible for directing, coordinating, and managing the Transportation Department, which includes a diverse group of approximately 400 employees committed to providing exemplary service to the residents of Riverside County. The Department is part of the larger Transportation and Land Management Agency (TLMA), and provides a wide range of services including engineering design, construction and maintenance of County roads, review of plans and construction of transportation facilities by private land development, and land surveying and map processing. The ideal candidate for this critical position will have strong technical engineering skills, experience in transportation and public works, and a proven track record demonstrating the ability to lead a dynamic team of talented employees. Candidates in possession of a license as a Professional Engineer issued by the California Board for Professional Engineers, Land Surveyors, and Geologists is highly desired. The Director will be a skilled tactician that can build consensus while effectively accomplishing goals and objectives, be an excellent problem solver who is community focused, collaborative, politically savvy, energized, and can demonstrate excellent communication skills. Come join this amazing organization with a leadership team that prides itself in making impactful changes to the community it serves.



the COUNTY OF RIVERSIDE

THE COUNTY OF RIVERSIDE HAS EARNED A REPUTATION as an ideal location to work, live, and play, and is close to everything that California has to offer. Enjoy a stroll through the quaint boutiques of historic downtown Riverside, an afternoon in Temecula's wine country, or a round of golf on a world-class course in Palm Springs. Located in Southern California, the County of Riverside is the state's fourth largest county by population, tenth largest in the nation, and has been one of the fastest growing Counties for the past two decades. It is projected that the County of Riverside will continue to grow robustly over the next 20-30 years. Riverside County is situated approximately 50 miles east of Los Angeles, 40 miles northeast of Disneyland, and 40 miles east of the gorgeous California coastline. It seems fitting that Riverside is the home of the California Museum of Photography, given its historic and picturesque nature, where residents enjoy stunning architecture, beautiful palm and orange tree-lined streets with fountains and sculptures. Riverside has a range of geographic wonders including rivers, mountain peaks, deserts, and fertile valleys that few locations can compare. Riverside County celebrates its cultural diversity as a community, hosts exciting events including county fairs, wine and film festivals, and concerts. Riverside County has on average 277 sunny days per year, which provides year-round recreation activities including hiking, biking, fishing, watersports, trails, and more.

The County of Riverside consists of more than 40 departments, an annual operating budget of \$6.5 billion, employs over 22,000, and is governed by a five-member Board of Supervisors, each elected by their respective district. The County serves nearly two million people, is comprised of over 7,200 square miles and encompasses 28 incorporated cities and 80 unincorporated communities. The County is poised for expanding its economy by implementing strategic business initiatives, while using health and recreation strategies to improve the health and wellness of its residents.

the AGENCY & DEPARTMENT

The Transportation Department is part of the larger Transportation Land Management Agency (TLMA). The mission of the Agency is to integrate transportation and land use functions in order to enhance the quality of life in Riverside's communities, properly plan new communities to accommodate growth in a balanced way, be good stewards of the environment and natural resources, and serve the public through excellent customer service. In addition to the Transportation Department, the umbrella Agency includes the Planning Department, Building and Safety Department, and Code Enforcement Department, as well as a number of unique standalone divisions such as Aviation and the Salton Sea Authority, comprising of more than 500 employees Agencywide.

The Transportation Department, within TLMA, is responsible for planning, designing, funding, building, operating and maintaining roads, bridges, and transportation facilities within Riverside County's unincorporated area of approximately 7,300 square miles, serving over 2.4 million residents including over 80 unincorporated communities and 28 incorporated cities. The County maintains over 2,200 miles of roads, 108 bridges, 570 traffic signals, and 10 Transportation maintenance yards located throughout the County. Furthermore, it also delivers major complex transportation projects such as bridges, interchanges, and railroad grade separations on a contract basis for incorporated cities within the County and along the state highway system.

The Department is highly collaborative, innovative, customer-focused and values excellence in public service, diversity, and inclusivity. The Department functions with an approximate annual operating budget of \$260 million, and more than 400 dedicated public servants who strive to meet the needs of the residents of Riverside County. Positions within the Department are diverse ranging from Traffic Engineers and Engineering Project Managers, to Maintenance Workers and Signal Technicians, all working together to ensure the best services are provided to the residents and visitors of the County.

A SAMPLE OF RECENT ACCOMPLISHMENTS & CURRENT PROJECTS INCLUDE:

- ▶ Completed construction of the **Limonite Interchange Improvement Project**, the **Temescal Canyon Widening Project**, and the **Scott Road Interchange Project**.
- ▶ The Department is near completion of the **Avenue 66 Grade Separation Project**.
- ▶ The Department is actively working on multiple major bridge projects over the Santa Ana River and interchange modifications in the Coachella Valley.
- ▶ To guide decision making for future roadway projects, a full evaluation of the County's roadway system was completed. This resulted in an up-to-date comprehensive analysis of all roads, and a confirmation of our current Pavement Condition Index standing (74).
- ▶ The Department has made roadway safety a priority and focus within the organization through initiatives such as the **"Drive to Survive" Campaign**.
- ▶ The Department has resurfaced more than 300 miles of roads within fiscal year 2019/20.



the POSITION & IDEAL CANDIDATE

THE DIRECTOR OF TRANSPORTATION is an at-will position, reporting to the Assistant County Executive Officer/TLMA Agency Director. The position will have approximately five direct reports, but will have total responsibility for the operations of the Department, while working collaboratively within the greater TLMA organization on land use, development and transit-related matters. This position oversees the divisions of:

- ▶ **Capital Project Development and Engineering,**
- ▶ **Planning and Construction,**
- ▶ **Traffic Engineering and Investigation,**
- ▶ **Highway Operations,**
- ▶ **Land Development and Surveying, and**
- ▶ **Transportation Finance and Administration.**

The Director oversees the development and implementation of the comprehensive regional

transportation programs, services, and projects, and establishes the goals, objectives, policies, and procedures of the department. Additionally, the Director coordinates long-term strategic objectives in coordination with the greater umbrella Agency.

The ideal candidate should have a demonstrated background overseeing large-scale, complex public works and civil engineering projects, preferably in a like sized organization. The Director will be skilled in their ability to build consensus, be an excellent problem solver, and will be highly customer and community focused. The selected candidate will lead and develop an exceptional, tenured, and dedicated staff, and possess a track record of developing innovative solutions to complex matters. The ideal candidate is a collaborative and confident leader who can effectively navigate dynamic political challenges, and work in concert with executive leadership, elected officials, and public works program partners.

Our Ideal Candidate will also:

- ▶ Demonstrate excellent presentation, written, and verbal communication skills.
- ▶ Direct the financing, planning, scheduling, and execution of highly sensitive, complex transportation projects.
- ▶ Coordinate transportation activities and projects with other jurisdictions and agencies.
- ▶ Work effectively with the community, the public, elected officials, contractors, engineers, transportation affiliated organizations, various committees and working groups, and regulatory agencies.
- ▶ Remain abreast of legislative, regulatory and policy changes, and emerging best practices.
- ▶ Be an effective and proactive decisionmaker and show strong judgement.
- ▶ Be highly productive, manage time wisely, and prioritize multiple competing projects effectively.
- ▶ Be a relationship builder and enjoy establishing and maintaining professional networks.
- ▶ Demonstrate a high-level of energy, motivation, passion, ambition, and desire to successfully accomplish priorities.
- ▶ Be an effective team manager and player, coach, and develop staff into future leaders.
- ▶ Demonstrate emotional intelligence and political acumen.
- ▶ Thrive in a fast-paced environment.
- ▶ Have proven experience managing diverse staff in varying professional fields.



MINIMUM QUALIFICATIONS

- ▶ Bachelor's degree from an accredited college or university preferably in civil engineering, transportation planning, public or business administration, public policy, or a closely related field or a field specifically related to the assigned area; and
- ▶ Ideally, five years of increasingly responsible professional engineering experience including two years of management experience; and
- ▶ Direct experience in managing transportation projects.

Highly Desirable

Possesses a valid license as a Professional Engineer issued by the California Board for Professional Engineers, Land Surveyors, and Geologists.



SALARY & BENEFITS

Annual Salary: **\$137,358-\$246,841 DOE/DOQ**, and an attractive benefits package that includes:

RETIREMENT/PENSION: 3% at age 60, 2% at 60, or 2% at 62 based on provisions of the California Public Employees' Pension Reform Act of 2013 (PEPRA). Reciprocity may exist with other public retirement systems in California, please see the [CalPERS website](#) for additional information.

HEALTH INSURANCE: A flex benefit up to \$823 monthly is provided toward the cost of medical and dental benefits. Vision coverage is provided at no cost to employee or eligible dependents.

OTHER INSURANCE: Long-Term Disability and Life Insurance

EXECUTIVE VEHICLE ALLOWANCE: A \$550 monthly Executive Vehicle allowance is provided.

DEFERRED COMPENSATION: Two voluntary deferred compensation 457(b) plans and a County contribution of \$50 per pay period towards a 401(a) plan.

ANNUAL LEAVE: Biweekly Annual Leave Accrual earnings of 1 - 3 years= 8.92 hours; 4 - 9 years= 10.46 hours; 10 or more years= 12 hours. Maximum accumulation is no more than 1,800 hours. Employees may receive pay in lieu of up to 80 hours per calendar year.

BEREAVEMENT LEAVE: Five days (three days are County paid, with two additional days that can be taken using accrued leave balances).

HOLIDAYS: 12 designated days per calendar year.



KEVIN JEFFRIES
FIRST DISTRICT



KAREN SPIEGEL
SECOND DISTRICT



CHUCK
WASHINGTON
THIRD DISTRICT



V. MANUEL
PEREZ
FOURTH DISTRICT



JEFF HEWITT
FIFTH DISTRICT

HOW to APPLY

For first consideration apply by **SEPTEMBER 17, 2020** at: wbcpsc.com/job-board

Please contact your recruiter, Wendi Brown, with any questions: **866.929.WBCP (9227)** toll free or **541.664.0376** (direct) or wendi@wbcpsc.com

SECURE THE DATES

- ▶ First-round interviews will be held on **OCTOBER 5+7, 2020** (candidates invited to interview will need to be available for both days)
- ▶ Final-round interviews will be arranged with the candidates selected to move forward