



C A R E E R O P P O R T U N I T I E S

TWO OPENINGS!

CHIEF INFRASTRUCTURE OFFICER

Annual Salary: \$223,860–\$330,720 DOE/DOQ

DEPUTY CHIEF INFRASTRUCTURE OFFICER

Annual Salary: \$210,678–\$311,194 DOE/DOQ

SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY SAN FRANCISCO, CALIFORNIA

THE SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY (SFMTA) is seeking two experienced, strategic, and forward-thinking leaders to serve as its **Chief Infrastructure Officer** and **Deputy Chief Infrastructure Officer**. These individuals will lead the Transit Division's Maintenance of Way & Facilities operations. The positions are part of an evolving leadership structure that will support infrastructure operations, workforce alignment, system reliability, and modernization efforts within one of the nation's most complex urban transit systems. These executives will oversee critical infrastructure systems that support daily transit service throughout the City and County of San Francisco. This is a unique opportunity to lead infrastructure operations at a transformational moment for the agency as the SFMTA modernizes and improves evolving systems, advances infrastructure renewal efforts, and prepares for future growth and increasing service demands.

The ideal candidates are highly collaborative and emotionally intelligent leaders with strong operational and infrastructure backgrounds who can unify highly specialized teams, build productive labor relationships, communicate effectively across diverse groups, and help shape the future of transit infrastructure in San Francisco. **Lead meaningful work that directly impacts the community and supports one of the most recognized transit systems in the United States. Apply today!**

DISCOVER SAN FRANCISCO

SAN FRANCISCO IS A WORLD-RENOWNED DESTINATION recognized for its iconic Golden Gate Bridge and cable cars, vibrant neighborhoods, and rich cultural history. With a population of approximately 842,000 and spanning just 49 square miles, this compact, coastal city offers stunning views, a walkable layout, and a unique blend of historic charm and modern innovation. Welcoming over 23 million visitors in 2025, San Francisco is a global hub known for its Victorian architecture, thriving arts scene, and landmark attractions like Golden Gate Park, Fisherman's Wharf, and the American Conservatory Theater. The city provides endless opportunities for outdoor recreation, family-friendly activities, and culinary exploration, all while also being a short distance from Napa Valley, Silicon Valley, and bordered by the Pacific Ocean. San Francisco's economy is driven by top industries including technology, healthcare, finance, education, and tourism, making it a vibrant and dynamic place to live and work.



THE CITY & COUNTY

ESTABLISHED BY CHARTER IN 1850, SAN FRANCISCO is the only consolidated city and county in the State of California. The Mayor's Office serves as the executive branch of government, while the Board of Supervisors and Superior Court act as the legislative and judicial branches, respectively. With a FY 2025–2026 budget of \$15.5 billion and over 30,000 dedicated staff, the City / County of San Francisco strives to provide exceptional core services that enable every San Franciscan to live safe, healthy, and productive lives.

[LEARN MORE ABOUT THE CITY / COUNTY](#)



THE SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY

THE SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY (SFMTA), an agency of the City and County of San Francisco, is responsible for managing all public transportation in San Francisco. The SFMTA keeps people connected through the San Francisco Municipal Railway (Muni), the nation's eighth largest public transit system. The agency's additional responsibilities include managing parking and traffic, bicycling, walking, and the regulation of taxis. With a workforce of more than 6,000 staff and an annual operating budget of approximately \$1.5 billion, the agency delivers safe, reliable, and accessible transportation options that connect people to their communities while supporting San Francisco's economic vitality, environmental sustainability, and overall quality of life.

To learn more about the SFMTA, read our **2025 Annual Report—Investing in Our Transportation Future | SFMTA**



THE DIVISION & SECTION

TRANSIT DIVISION. The SFMTA Transit Division operates and maintains San Francisco's Muni system, providing dependable public transportation throughout the city. As the largest division within the SFMTA, it manages a complex network of buses (current fleet includes diesel hybrids, trolleys, and battery electric), light rail vehicles, historic streetcars, and cable cars. Muni averages more than half a million boardings on weekdays and serves residents, commuters, and visitors. The Transit Division operates in a fast-paced environment, where teams are highly engaged in a wide range of initiatives. With a strong focus on service delivery, operational performance, and customer service, the Transit Division oversees daily operations, fleet and infrastructure maintenance, and system reliability.

MAINTENANCE OF WAY SECTION. The Maintenance of Way (MOW) Section supports the Transit Division by maintaining critical infrastructure, including track, overhead electrical systems, signals, power, cable car propulsion, facilities and related assets. Responsible for inspection, repair, and upkeep, the team ensures the safe and reliable operation of Muni's rail and trolley systems and plays a vital role in sustaining long-term infrastructure performance. MOW is a highly engaged group with a strong legacy and culture, known for its technical expertise, dedication, and pride in supporting Muni's reliability.

THE JOBS

THE CHIEF INFRASTRUCTURE OFFICER (CIO)

provides executive leadership and strategic oversight for infrastructure operations, asset management, modernization initiatives, maintenance planning, and long-range infrastructure renewal efforts within the Maintenance of Way (MOW) Section. Reporting to the Director of Transit, the CIO serves as a senior leader within the Transit Division and works closely with executive leadership, operations teams, labor organizations, engineering staff, and regional stakeholders to align maintenance operations with agency priorities and capital investment strategies. This role oversees critical infrastructure functions supporting rail systems, overhead electrical systems, signals and train control systems, subway infrastructure, transit facilities, and related maintenance operations, while advancing initiatives related to infrastructure modernization, asset lifecycle management, reliability, workforce planning, and operational performance. The CIO also plays a key role in supporting organizational transformation and continuous improvement efforts across the MOW Section while balancing the operational realities of maintaining aging infrastructure within a 24-hour transit environment.

THE DEPUTY CHIEF INFRASTRUCTURE OFFICER (DCIO)

provides strategic and operational leadership for the day-to-day functions of the Maintenance of Way (MOW) Section and serves as a key operational leader supporting system reliability and infrastructure performance throughout the agency's transit network. Reporting to the Chief Infrastructure Officer, this role oversees mechanical infrastructure, electrical infrastructure, and facilities maintenance operations, including maintenance activities related to rail systems, overhead electrical infrastructure, signals and digital systems and facilities maintenance. The DCIO leads senior operational staff within a large, multi-layered, unionized workforce operating in a highly complex 24-hour environment where maintenance priorities, emergency response needs, operational demands, and modernization initiatives must continuously be balanced and coordinated. This position works closely with transit operations, engineering, safety, capital delivery, labor organizations, and executive leadership to support maintenance planning, operational prioritization, outage coordination, workforce engagement, emergency response, and continuous improvement initiatives.

Upcoming Projects & Opportunities

- Modernization of aging subway, track, and signaling infrastructure throughout the Muni Metro system
- Expansion of asset management and infrastructure reliability initiatives across Maintenance of Way operations
- Coordination and operational support for major transit infrastructure renewal and facility improvement projects
- Supporting operational readiness for future regional and international events placing increased demand on the transit system
- Transitioning portions of the maintenance program from reactive maintenance toward more proactive and predictive maintenance practices
- Continued implementation of organizational restructuring and operational alignment efforts within the Maintenance of Way Section
- Advancing technology improvements tied to legacy train control, signaling, and infrastructure monitoring systems

THE IDEAL CANDIDATES

THE IDEAL CHIEF INFRASTRUCTURE OFFICER is a strategic, emotionally intelligent, and forward-thinking infrastructure executive with significant experience leading complex maintenance, infrastructure, or transit operations within large operational environments. This leader understands how to balance long-range infrastructure planning, operational reliability, workforce engagement, modernization efforts, and organizational transformation within a highly visible public service environment. The successful candidate has a strong background in overseeing large-scale infrastructure systems such as rail systems, electrical infrastructure, fixed guideway operations, facilities maintenance, utilities, or transportation operations, along with an understanding of the challenges associated with maintaining aging infrastructure while advancing modernization and asset renewal initiatives. They possess a proven track record of leading organizational change within large and complex unionized environments, with the ability to unify highly technical teams and build alignment across labor organizations, executive leadership, regulatory agencies, and operational stakeholders. Comfortable balancing long-range strategy with operational decision-making in a fast-paced, 24-hour transit environment, this leader values innovation, accountability, workforce development, and continuous improvement while supporting safe and reliable public transportation infrastructure.

THE IDEAL DEPUTY CHIEF INFRASTRUCTURE OFFICER is a collaborative and operationally focused leader with strong experience overseeing infrastructure maintenance, transit operations, facilities operations, skilled trades environments, or other complex operational systems. This individual understands how infrastructure systems work together operationally and can effectively lead large technical teams responsible for maintaining safe, reliable, and responsive transit infrastructure services. The successful candidate brings strong operational leadership experience, excellent communication skills, and experience working within highly unionized and operationally demanding environments. They are able to unify diverse technical teams while fostering accountability, collaboration, innovation, workforce engagement, and service reliability. They understand the importance of operational prioritization, relationship building, and clear communication in fast-paced settings where maintenance activities, emergency response efforts, and operational demands continuously evolve. Flexible, solutions-oriented, and adaptable, the ideal candidate is able to balance day-to-day operational performance with long-term improvement efforts while supporting operational excellence and continuous improvement across one of the nation's most complex urban transit systems.



The ideal candidates demonstrate the following core competencies...

Customer Orientation:

Maintains a strong focus on delivering safe, reliable, and responsive transit services that meet the needs of riders and the broader community.

Relationship Building:

Develops and sustains effective partnerships across departments, unions, and external stakeholders to support coordinated operations and shared goals.

Team Management:

Leads, supports, and unifies a large, multidisciplinary workforce, fostering accountability, collaboration, and high performance across all levels of the organization.

Mission Focus:

Aligns decisions and priorities with the SFMTA's mission, ensuring work advances system reliability, safety, and service excellence for the community.

EMPLOYMENT STANDARDS

CHIEF INFRASTRUCTURE OFFICER

Education: Possession of a bachelor's degree from an accredited college or university.

Experience: Ten (10) years of full-time experience in the operation, maintenance, management, engineering, construction, or delivery of transportation infrastructure, rail systems, facilities operations, utilities, public works, or related large scale operational environments, including at least five (5) years in a senior management or executive leadership capacity performing duties such as overseeing complex infrastructure operations, multi-disciplinary teams, unionized workforces, operational budgets, and organizational strategy.

License: Possession of a valid driver's license.

Substitution: Additional qualifying experience may substitute for the required education on a year for year basis. One year (2,000 hours) of qualifying experience will be considered equivalent to 30 semester units or 45 quarter units.

DESIRABLE QUALIFICATIONS

- Professional Engineer (PE), Certified Maintenance and Reliability Professional (CMRP), or Project Management Professional (PMP) certifications are desirable

DEPUTY CHIEF INFRASTRUCTURE OFFICER

Education: Possession of a bachelor's degree from an accredited college or university.

Experience: Eight (8) years of full-time experience at a mass transit agency in the operation, maintenance and repair in any of the following: power generating and related distribution systems; and/or electronic systems; and/or buildings, stations or passenger infrastructure; and/or use of heavy construction equipment; and/or track work; and/or maintenance engineering, which must have included five (5) years at the second supervisory level or management level which includes responsibility for supervising staff.

License: Possession of a valid driver's license.

Education Substitution: Additional years of qualifying experience (both second-level supervisory/management or non-supervisory) may be substituted for the required education on a year-for-year basis. One year (2,000 hours) will be considered equivalent to thirty (30) semester units/forty-five (45) quarter units.

DESIRABLE QUALIFICATIONS

- Professional Engineer (PE), Certified Maintenance and Reliability Professional (CMRP), or Project Management Professional (PMP) certifications are desirable





SALARY & BENEFITS

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PLUS, a generous benefits package that can be **viewed here**.



Relocation Assistance may be available.

HOW TO APPLY

For **Chief Infrastructure Officer** consideration, apply by **JUNE 15** at:
For **Deputy Chief Infrastructure Officer** consideration, apply by
JUNE 29 at the same job board.



SAVE THE DATES

CIO round one virtual interviews will take place on **JUNE 29**. Finalists will move forward to round two in-person interviews on **JULY 13**. *Selected candidates must be available for both dates.*

DEPUTY CIO round one virtual interviews will take place on **between AUGUST and SEPTEMBER 2026**. Finalists will move forward to round two in-person interviews **in SEPTEMBER**. *Selected candidates must be available for both dates.*

QUESTIONS?

Please contact your recruiter, **Levi Kuhlman**, with any inquiries:

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toll-free

541.664.0376 direct