



BOULDER COUNTY, COLORADO

Transportation Director

This is a unique opportunity for a visionary leader with strong financial acumen to join a thriving organization committed to collaborative relationships in one of the nation's most forward-thinking counties.





Boulder County Guiding Values

**Inclusion • Stewardship
Service • Engagement
Sustainability • Innovation
Resilience**



"As trusted stewards of Boulder County's future, we provide the best in public service."

**To learn more, visit:
www.bouldercounty.org**

THE COUNTY

Boulder County is a progressive community with over 2,000 employees serving the needs of over 300,000 residents. From visionary open space, progressive land use and sustainability policies to innovative public service programs, Boulder County government helps foster a vibrant, healthy and active community. Its landscape features everything from farmland and rolling grasslands in the plains to vibrant downtowns in city centers, to the high peaks of the Continental Divide.

Located in north-central Colorado, northwest of Denver, the county's landscape includes thriving urban centers surrounded by rural buffer zones, foothills and forested mountains and portions of Rocky Mountain National Park. The county seat is the City of Boulder, the largest municipality in Boulder County, where many of the county's administrative offices are located. Other incorporated towns and cities include Erie, Jamestown, Lafayette, Longmont, Louisville, Lyons, Nederland, Superior, and Ward.

Boulder County offers countless year-round recreational activities, including an abundance of public hiking and biking trails, and over 100,000 acres of open space. There are also a variety of entertainment and cultural opportunities including art galleries, museums, movie and stage theaters, and events including the Colorado Shakespeare Festival.

The County is a national leader in leading edge sustainability efforts while also demonstrating innovative policies and programs in the areas of open space conservation, community programs, public safety and transportation services. There is also a myriad of educational and scientific facilities, such as the University of Colorado Boulder, Naropa University, Front Range Community College, the National Center for Atmospheric Research, the National Institute of Standards and Technology, and the National Oceanic and Atmospheric Administration.

THE DEPARTMENT

Boulder County Transportation works to ensure safe and efficient public transportation both within Boulder County and along regional transportation corridors. We are committed to providing excellent service and quality transportation infrastructure through the provision of

reliable networks of roadways, bikeways, trails and transit services while ensuring the health, safety, and welfare of the public.

The Transportation Department strives to plan, construct, and maintain responsive, high-quality, safe, multimodal transportation services with a commitment to customer service. The department consists of six divisions: Administration, Engineering, Fleet, Multimodal (Bus, Bike, Walk), Planning, and Road Maintenance. Each division works together to provide specific yet integrated services to meet the transportation needs of Boulder County.

THE TRANSPORTATION DIRECTOR

Under the direction of the three-member Board of County Commissioners and as a member of the Commissioners' senior management team, the Transportation Director is responsible for planning, leading, and evaluating the activities of six divisions, including, engineering, multimodal transportation solutions, planning, floodplain management, fleet services, road maintenance, and oversight of flood recovery functions. The position provides leadership in developing and implementing the department's operating policies and procedures within the County's vision of public service, sustainability and collaboration in concert with county, regional and statewide stakeholders. The Transportation Director is responsible for a budget of approximately \$40 million and an overall staff of approximately 130 FTE which includes management responsibility for eight direct reports, consisting of an Administration Division Manager, Flood Recovery Coordinator, Engineering Manager, MultiModal Manager, Planning Manager, County Fleet Manager, Transportation Maintenance Division Manager, and a Communications Specialist.

Key responsibilities include:

- Helping set the vision, policy, and goals for the Transportation Department and providing guidance and leadership to implement the vision;
- Providing leadership to and management of a highly qualified, diverse team of professionals and encouraging team development across disciplines with the goal of high level performance of employees providing the best in public service;



- Working with the Board of County Commissioners, senior county staff and regional and state stakeholders on transportation policy, priorities and programs including multimodal solutions to moving people in, out and around Boulder County;
- Overseeing the planning, design, construction, and maintenance of transportation facilities to provide a county transportation system that meets the needs of commuters, residents and visitors;
- Overseeing regulatory permitting including floodplain development and internal fleet services;
- Managing the division's operating and flood recovery budgets, including detailed financial oversight of project costs and cash flow while ensuring consistency and accountability;
- Establishing appropriate service and contractor staffing levels, including monitoring and evaluating the efficiency and effectiveness of service delivery models;
- Developing a culture of collaboration and empowerment within the department and with external partners and organizations.

CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate has demonstrated leadership and management experience with a good understanding of operations, regulatory issues, and multimodal transit in a public transportation environment. With a proven track record for building relationships and teams, the ideal candidate will also be a strong manager, politically savvy, and demonstrate flexibility and adaptability in a complex and ever-changing environment. Competitive candidates will possess proven fiscal management and supervisory experience with a well-rounded transit background. A team-oriented and motivating leadership style that fosters a culture of respect and empowers employees to be their best will serve the new Transportation Director well.

Additional characteristics being sought include:

- Dynamic, visible leader with excellent interpersonal skills and ability to interact with the public and employees at all levels and cultures, with a demonstrated record of building collaboration and partnerships.
- Demonstrated political insight and the ability to work effectively with elected officials.
- Effective listener and communicator with proven ability to engender confidence in ideas, vision, and engage others in meaningful dialogue.
- Collaborative relationship builder able to develop positive relationships across the Boulder County organization, in the community, with coalition partners, and with regional transportation organizations in support of successful outcomes.
- Demonstrated financial and budget acumen with an emphasis on accountability, transparency, and long-range vision for revenue management.
- Progressive and proactive thinker, able to assess and develop cohesive plans that embrace new research, trends, and service delivery models including multimodal, autonomous vehicles, fleet electrification and other leading-edge solutions for transportation services.
- Strong management abilities including the ability to train, coach, mentor, support professional development, and provide meaningful feedback and recognition to staff.
- Confidence to make thoughtful and informed decisions with proven ability to make tough decisions and back them up.
- Knowledge of county, regional and state transportation priorities. Ability to understand and develop transportation master plans and effectively work with other counties and organizations to create cohesive plans.
- Demonstrated abilities in the areas of organizational development, succession planning and change management, including the ability to adapt as the organization evolves.
- Creative problem-solving abilities including a willingness to listen and explore a variety of options.
- A strong public service ethic.
- Demonstrated commitment to valuing and respecting diversity.
- Strong personal integrity and empathy for others.
- Respectful, approachable, trustworthy.

Boulder County Road Statistics:

- » 398 miles of paved road
- » 269 miles of gravel road
- » 71 miles of "J" or "Jeep" roads
- » 81 major bridges
- » 445 large culverts and smaller bridges/access points
- » 8,500 small culverts (approximately)
- » 19 traffic signals & 7 school-zone flashing signs



MINIMUM QUALIFICATIONS

A Bachelor's degree in Public Administration, Civil Engineering, Planning, Construction Management, or Traffic Engineering plus at least five (5) years of progressively responsible management experience in municipal government operations that included oversight of a variety of transportation areas such as planning, engineering, waterways, floodplain management, transportation maintenance, roads, fleet management, and/or multimodal. This experience must have included at least four years of experience in a leadership role with responsibility for fiscal management and supervision of a large, diverse staff.

A Master's degree and more than nine (9) years of experience is preferred as is experience working with key transportation agencies and associations at the state and national level. Experience with Federal flood regulation and/or FEMA is also helpful. Knowledge of county, regional and state transportation priorities is preferred, as is familiarity with Boulder County and the local political landscape.

COMPENSATION AND BENEFITS

The hiring range for this position is **\$130,000 - \$180,000**. Actual salary will be dependent on the qualifications and experience of the successful candidate. As well as offering competitive pay and a caring work environment, Boulder County offers employees an array of benefits. For all employees the County provides:

- A family friendly workplace, including generous paid vacation, medical leave and holidays, paid caregiver leave, a breast-feeding friendly work environment, and Infants-at-Work policy;
- The opportunity to take charge of your well-being through a nationally recognized wellness program;
- The opportunity to master new skills with robust learning programs and certificates, federal loan forgiveness (after 10 years of public service), and county-paid tuition reimbursement for continued education;
- Free and discounted transit and bike sharing memberships;
- Benefit plan options include health, vision, dental and optional supplemental insurances for cancer care and hospital stays;
- Retirement plans: Boulder County requires mandatory participation in both Social Security and Colorado PERA Pension and contributions begin immediately upon hire. The County also provides the voluntary option of a Colorado PERAPlus 401(k) and PERAPlus 457 Plan both with traditional pre-tax or Roth options;
- Life and Disability: Boulder County pays the full premium for Short-Term and Long-Term Disability. Basic Life Insurance is offered with the county paying 75% of the cost and the employee paying 25%. Supplemental Life Insurance, Critical Illness, and Accident Insurance are optional voluntary benefits paid in full by the employee.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Wednesday, January 30, 2019**. Résumé should reflect years and months of employment, beginning/ending dates as well as the size of staff and budgets you have managed. Please submit your materials to: <https://secure.cpsshr.us/escandidate/JobDetail?ID=416>

For additional information about this position please contact:



Gloria M. Timmons
CPS HR Consulting
Tel: 916.471.3461

E-mail: gtimmons@cpsshr.us
Website: www.cpsshr.us/search

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process.

