



## City of Seattle Department of Transportation Director Selection Criteria

### SKILLS:

#### *Leadership:*

- Inspiring, Courageous, Leadership: Ability to inspire, persuade, engage, speak straight-forwardly about complex transportation issues, make tough decisions and take difficult actions. Display balanced thinking that combines analysis, wisdom, experience and perspective. Produce data-driven decisions that withstand the “test of time.”
- Strategic Vision: Ability to influence and articulate the Mayor’s vision and goals for an integrated, multi-modal transportation system and translate the vision and goals into plans that are realistic, and effective, aligned with comprehensive land use planning.
- Creativity and Innovation: Ability to generate new, innovative and visionary approaches to transportation problem solving that are effective and responsive. Brings a perspective (both national and international) on emerging and leading transportation trends and best practices. Willingness to experiment with new ideas and facile with using data to evaluate ideas.
- Build a Talented, Effective Staff Team: Hire, mentor, develop, retain, and manage a diverse staff. Assemble and reinforce a cohesive, dedicated, highly effective inter-disciplinary team. Ability to lead team through change processes. Works to implement the City’s Race and Social Justice Initiative.
- Business and Management Acumen: Ability to manage human, financial and information resources strategically. Brings innovative approaches and solutions, including grant sources and public/private partnerships, to transportation funding challenges. Streamline and remove processes that do not bring value. Measure success based on results. Set high standards of performance, using accountability measures and benchmarks to track progress.
- Flexibility: Manages effectively in a rapidly changing environment, while staying focused on priorities.

#### *Constituent Relations and Collaboration:*

- Partnering: Builds alliances and collaborates across boundaries to build strategic relationships with other city departments, outside agencies, different levels of government, and private interests. Brings diverse leaders together to discuss and resolve regional transportation issues and break down traditional silos. Inspires action without relying solely on authority. Good listener. Perceives the complexity of situations quickly.
- Drive External Communications and Relationships: Develop and nurture mission-critical relationships with labor, the media, business, political leaders, neighborhood groups, advisory groups and the public.
- Inter-disciplinary Approach: Effectively manages and integrates multiple disciplines, including technical, operational, planning and policy development.
- Cultural Competency: Focus on racial equity in ways that enable effective working relationships in diverse communities and cross-cultural situations. Creates transportation solutions for traditionally underserved communities. Committed to, and has a solid track record, on managing WMBE (Women and Minority Owned Businesses) contracting.

*Values:*

- High level of integrity, ethics, transparency and responsiveness.
- Commitment to the Environment: Ability to create policies and deliver projects that are consistent with city policies about climate change. Dedicated to creating a sustainable transportation system that focuses on prevention, mitigation and adaptation.
- Commitment to Mobility: Works to create a transportation system that supports the needs of business and commerce (including increasing the reliability of the movement of goods, and supporting international trade and tourism), enhances neighborhood livability and builds great places, and improves mobility for disabled populations.
- Commitment to Safety: Dedication to a transportation system that is safe, efficient and accessible to all ages and abilities (including pedestrians, bikes and transit). Works to create a system that improves individual and community health.

EXPERIENCE

- Senior leadership and management experience in a large and complex publicly accountable organization.
- Experience with and commitment to a multi-modal transportation system in a metropolitan setting.
- Experience leading a department or organization responsible for delivery of complex infrastructure projects, on-time and within budget.