



City of Seattle Director of the Department of Transportation *Recruitment Announcement*

ABOUT THE CITY OF SEATTLE

The City of Seattle is a coastal seaport city and with nearly 635,000 residents, Seattle is the largest city in the Pacific Northwest region and one of the fastest-growing cities in the United States. The city is situated on a narrow isthmus between Puget Sound (and Lake Washington, about 100 miles south of the Canada–United States border. A major gateway for trade with Asia, Seattle is the 8th largest container port in the United States.

Ringed by snow-capped mountain peaks. Crisscrossed by fresh and salt waterways. Home to urban centers, villages and vibrant neighborhoods, Seattle is an incredible place to live. Spectacular natural surroundings, world-class education systems, thriving urban centers, vibrant neighborhoods and a lively arts and culture scene are just some of what makes Puget Sound a great place to live. Outdoor activities

are especially plentiful given the area's natural beauty and mild climate. Hiking in the Olympic or Cascade Mountains, kayaking in Lake Union, or cycling on one of many rails-to-trails paths are just a few of the options available. Seattle is viewed as a progressive and innovative city where people are outgoing and friendly.

Seattle is a city that shares a common vision:

- We want our city to be safe and secure for all.
- We want our city to be affordable for all, and to provide opportunities for people of all backgrounds to live in the city, raise a healthy family, and lead a productive, fulfilling life.
- We all want our city to be vibrant, with clean and healthy communities, active livable neighborhoods, and a thriving economy that grows from the middle out.

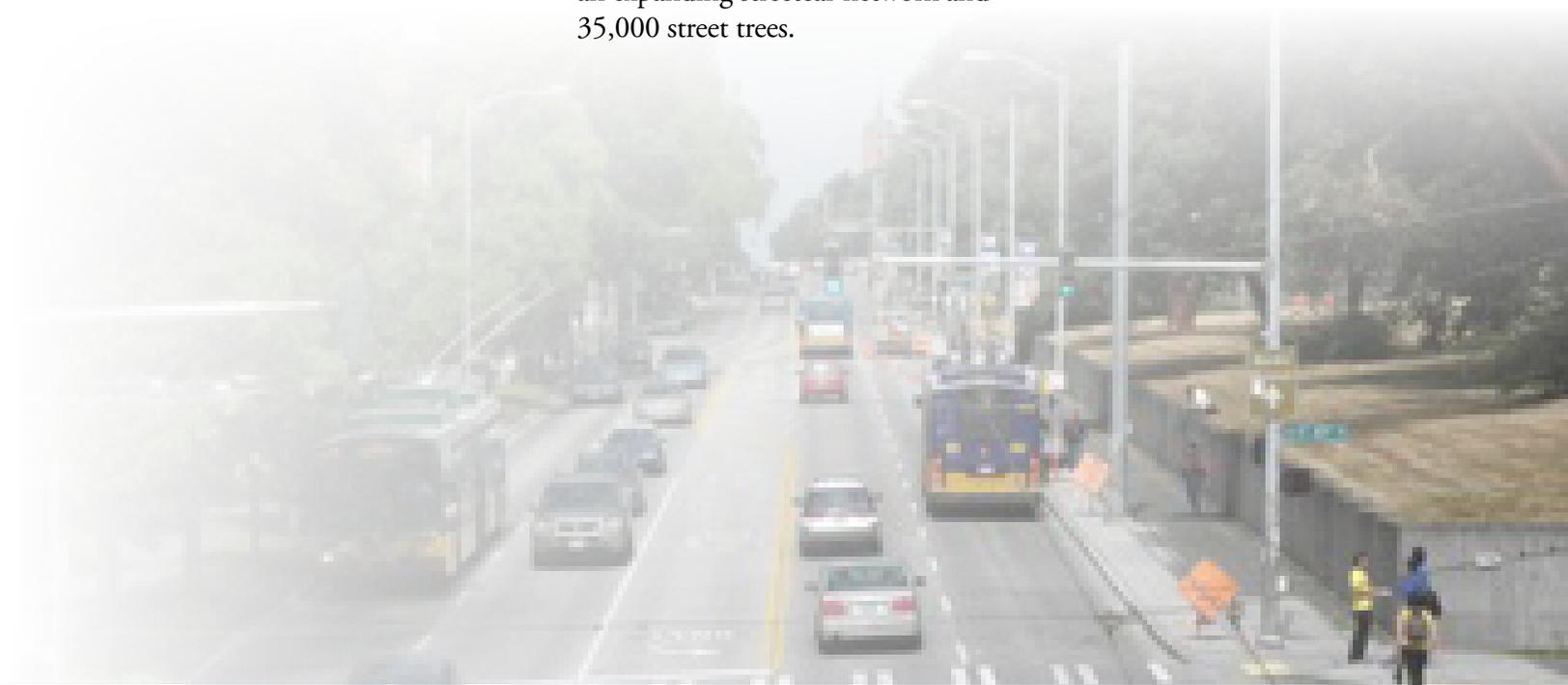
- We want an interconnected city, where people and goods can move from place to place safely and sustainably and without being bottled up in traffic.
- And we want an innovative, accountable city government that delivers on its public commitments smartly and transparently, while harnessing the power of technology.

Seattle residents value a city that is walkable, bikeable and transit-friendly. The city builds infrastructure (sidewalks, bike lanes, bus lanes and streetcars) to make it easier to walk, bike and use the buses and trains operated by the transit agencies in Seattle, thereby allowing greater transportation choices and the use of valuable public space to support a vibrant Seattle.

ABOUT THE DEPARTMENT

Mayor Ed Murray and the Seattle Department of Transportation are committed to preserving and enhancing the existing transportation infrastructure and using it to its fullest capabilities; moving people and goods efficiently and safely, using technology wherever possible to overcome transportation challenges; reducing reliance on the automobile and making transit, bicycling and walking convenient and attractive; shaping future transportation improvements that reflect Seattle's role and connections to the region; incorporating environmental excellence, climate protection and social justice into every decision, project and program; and promoting the livability of our neighborhoods and communities.

The Seattle Department of Transportation (SDOT) has more than 700 employees arrayed across eight divisions and an annual operating budget of \$400M for 2014 and a 2014-2019 adopted Capital Improvement Plan of \$1.6B. SDOT develops, maintains, and operates a multi-modal transportation system that promotes the safe and efficient mobility of people and goods, and enhances the quality of life, environment, and economy of Seattle and the surrounding region. The City's transportation infrastructure is valued at more than \$13 billion. SDOT manages more than 1,540 lane-miles of arterial streets, 2,412 lane-miles of non-arterial streets, 135 bridges, 587 retaining walls, 22 miles of seawalls, 47 miles of bike trails, more than 200 miles of on-street bicycle facilities, an expanding streetcar network and 35,000 street trees.



ABOUT THE POSITION

The Director of Seattle’s Department of Transportation is responsible for realizing the department’s mission of delivering a safe, reliable, efficient, and socially equitable multi-modal transportation system that enhances Seattle’s environment and economic vitality. The Director also provides oversight and strategic guidance on major transportation construction projects.

The next director will lead the effort to expand and deepen Seattle’s transportation choices. The director will oversee the development and implementation of a citywide comprehensive prioritized transportation strategy that integrates and harmonizes the department’s pedestrian, bicycle, transit and freight plans with a clearly articulated vision and goals for transportation over the next few years. The director must bring innovative ideas of how best to deliver this multi-modal vision.

Seattle is in the early stages of transforming its transportation future and the director will oversee the implementation and delivery of the more than \$5 billion worth of transportation projects to be completed in the next four years. Major projects include the Elliott Bay Seawall Project; Waterfront Seattle

Project; Alaskan Way Viaduct Project; Seattle Streetcar Network, Link Light Rail; Mercer Corridor Improvement; the updated Bicycle Master Plan, the Magnolia Bridge Replacement Project, modernization of the traffic systems, as well as the renewal of the Bridging the Gap Transportation Levy. Each of these projects would be transformative in their own right, but all are happening at the same time over the next few years. These projects and more will require a director who has a proven ability to manage and coordinate multiple major projects at once across departments and partner agencies while working with various external stakeholders and articulating future outcomes.

This position reports to the Mayor and requires confirmation by the majority of the City Council.



PERFORMANCE DIMENSIONS AND EXPECTATIONS

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.

(PERFORMANCE DIMENSIONS AND EXPECTATIONS, continued)

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.



THE IDEAL CANDIDATE

Seattle Mayor Ed Murray is seeking a Director of the Department of Transportation who is up to the challenge of creating the best urban, multi-modal transportation system in the country. This critical role requires a talented and unifying leader to bring innovative ideas and management to the department, and translate big picture transportation vision and goals into realistic plans with effective and well-coordinated project implementation. Candidates should be dynamic and decisive, and excel in both high-performing internal management and external relations including the ability to successfully work through highly collaborative community processes.

DESIRABLE QUALIFICATIONS

An earned bachelor's degree from an accredited institution with at least seven years experience in a senior leadership role within a large and complex publicly accountable organization that involves leading a diverse staff and management of significant funds. The preferred candidate will have experience leading a department or organization responsible for delivery of complex infrastructure projects, on-time and within budget as well as experience with and commitment to a multi-modal transportation system in a metropolitan setting. A master's degree is preferred.

COMPENSATION

The salary for this position is competitive and depends on experience and qualifications.

APPLICATION PROCESS

If you are interested in this position, submit a cover letter, salary history, and a current resume.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled; however the screening process will move quickly. Please submit your application materials as soon as possible but no later than May 13th, 2014 to marissa@karrasconsulting.net.

The City of Seattle is an equal opportunity employer, values workplace diversity and seeks to create an environment and culture that embraces employee differences. All qualified applicants are considered in accordance with applicable laws prohibiting discrimination on the basis of race, religion, color, gender, age, national origin, sexual orientation, physical or mental disability, marital status or veteran status or any other legally protected status. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance

