City of San Antonio, TX

Transportation Director

114 W. Commerce, 3rd Floor, San Antonio, TX 78205

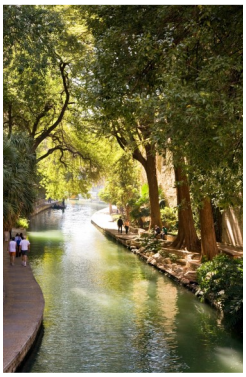
CITY OF SAN ANTONIO EST. 1718

About San Antonio, TX

The City of San Antonio is the Nation's 7th largest city and is home to more than 1.5 million residents. Located in South Central Texas, approximately 140 miles from the Gulf of Mexico, San Antonio offers its residents one of the most attractive and affordable lifestyles in the country. Residents enjoy one of the lowest tax rates in the State as well as a plentiful supply of high-quality housing and low utility rates. The economy of San Antonio is an excellent mix of business services, manufacturing, health care, communications, corporate and regional offices, government, and the convention and tourism industry. San Antonio is rich in recreational and cultural opportunities and is home to the San Antonio Spurs.

City Government

San Antonio has a Council-Manager form of government with an eleven-member City Council. Councilmembers are elected by District, while the Mayor is elected at-large. The term of office for the Mayor and all members of the City are two-year terms, for not more than four (4) full terms of office. The City Council appoints the City Manager, who appoints all officials in executive positions with the exception of the City Clerk, City Internal Auditor, Presiding Judge, and Municipal Judges.



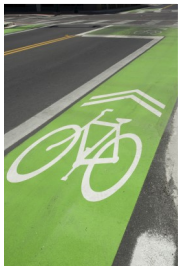
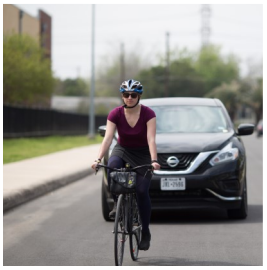
The City of San Antonio has been recognized for its high level of professional management by the ICMA and National Civic League, amongst others. For ten consecutive years, the City has maintained a AAA bond rating. The Fiscal Year 2020 adopted operating budget is $2.9 billion with close to 13,000 employees across over 30 departments. The City Manager's Executive Team consists of Department Directors, Assistant Directors, one Deputy City Manager, five Assistant City Managers, a Chief Financial Officer and a Chief of Staff. The City has made a commitment to advancing diversity, equity and inclusion, primarily through the formation of a citywide Office of Equity in 2017.

The Transportation Department

The Transportation Department works on improving mobility for all modes of transportation and will bring to focus current and future transportation issues. It carries out and implements a comprehensive multimodal transportation plan for the San Antonio area and oversees the SA Tomorrow Multimodal Transportation Plan to prepare San Antonio for its future transportation needs. The department conducts studies and plans future projects while implementing railroad quiet zones, bicycle facilities, pedestrian safety improvements, and intersection improvements. The team leads the Vision Zero initiative to eliminate traffic fatalities by prioritizing safety for people driving, walking, biking, and riding transit.

The Position

The Transportation Director is responsible for planning, directing, and overseeing the activities and operations of the Transportation Department. The Transportation Director serves as the City's chief transportation planning officer and will set the stage for mobility for the City of San Antonio. The Transportation Director coordinates assigned activities with other City departments and outside agencies for Transportation planning and implementation and will work as a catalyst addressing transportation needs and issues. They will provide highly responsible and complex administrative support to the City Manager's Office.

Essential Duties, Functions and Responsibilities

- Develops and implements a strategic, equity oriented, and comprehensive long-term transportation plan for the City of San Antonio.
- Plans, directs, and coordinates the department work plan; meets with management staff to identify and resolve problems; assigns projects and programmatic areas of responsibility; and reviews and evaluates work methods and procedures.
- Provides a current and comprehensive multi-modal transportation plan to meet the anticipated growth needs of the City. This includes strategic planning for bicycles, pedestrians, downtown transportation, major thoroughfares, public transit, passenger rail and the Airport.
- Provides coordination between the long term multi modal transportation plan and the City's Comprehensive Plan update and implementation programs.
- Works closely with elected officials, City Manager’s Office, other departments, community organizations and regional partners including Bexar County, TXDOT, MPO, and VIA to create, design and implement a comprehensive, long term transportation plan.
- Maximizes investments and seeks additional funding for community projects from local, state and federal resources.
- Evaluates and advises on State and Federal legislative proposals related to transportation.
- Establishes, within city policy, appropriate service and staffing levels; and allocates resources accordingly.
- Monitors and evaluates service delivery and assesses and monitors workload, administrative and support systems, and internal reporting relationships.
- Serves as official departmental representative to other City departments, City Manager's Office, elected officials, and outside agencies; and negotiates and resolves sensitive, significant, and controversial issues.
- Manages, develops, and administers the department budget.
- Provides guidance on applying equity practices and principles to all divisions and programs, which includes but is not limited to applying an equity matrix to project selection, completing a Budget Equity Tool annually, supporting staff in leading Equity 101 and dismantling racism trainings in the department, and ultimately creating and implementing a Two-Year Equity Action Plan for the department in collaboration with the Office of Equity.
- Coordinates departmental activities with other departments and outside agencies; prepares and presents staff reports and other necessary communications; reviews and signs all higher-level department communication, including ordinances and contracts.
- Meets with State and Federal agency representatives to ensure compliance with regulations and codes related to assigned functional areas; and resolves situations characterized by non-compliance.

Education and Experience

Qualified candidates will have a Bachelor's Degree from an accredited college or university with major coursework in Urban Planning, engineering or a related field, and ten (10) years of increasingly responsible professional traffic planning experience, to include five (5) years of administrative or supervisory responsibility. The most highly qualified candidates for consideration will be selected based on a combination of education, career experience, and accomplishments that best fits the needs of the City of San Antonio.

Licenses and Certifications

An AICP certification or a Professional Engineering license (PE) is required.

The Ideal Candidate

Ideal candidates should have a strong background in transportation planning with a demonstrated understanding of bicycle lanes, pedestrians, downtown transportation, major thoroughfares, public transit, passenger rail and airports. The ideal candidate will have a proven experience developing and implementing strategic and comprehensive long-term transportation plans, and have knowledge, skills and abilities relating to advancing principles of social equity and transportation justice for marginalized communities.

The Director of Transportation is fiscally responsible for the Transportation Department and should have experience in developing and monitoring departmental budgets.

The selected applicant will enjoy working in a fast paced and sophisticated public sector environment with a high energy executive management team. The ideal candidate will have the ability to establish and maintain effective working relationships with City Management, City Council, department heads, and within the community to ensure that a common vision is enacted and supported.

Excellent communication, interpersonal and presentation skills are essential along with strong leadership abilities that place a high priority on customer relations. The Transportation Director is someone who will excel in building positive working relationships with stakeholders and outside agencies to help improve transportation in the San Antonio area.

Salary

The City of San Antonio is offering a competitive salary commensurate with experience. The City offers generous benefits and retirement including annual and personal leave, a deferred compensation plan, relocation/moving expenses and participation in the Texas Municipal Retirement System (TMRS).

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: SADOT

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