

Opportunity for
***Executive Director
of Operations***



Why work here.

For Information Contact:

Clara O'Brien

Sound Transit Talent Acquisition

clara.obrien@soundtransit.org

Executive Director of Operations

Sound Transit has an exciting opportunity to lead the agency's day-to-day operations while planning for the future of sustainable transportation in our region. Our service, consisting currently of Link light rail, Sounder commuter rail, Tacoma Link and ST Express buses, helps move millions to work, school and other essential services around the Puget Sound.

Unlike other transit agencies, Sound Transit provides service delivery through a variety of regional area transit partnerships. The Executive Director of Operations is responsible for working with our partners and contractors to provide exceptional leadership, oversight and collaboration in ensuring safe, financially affordable and reliable transit service for our riders.

Our culture is customer-focused – and we're committed to providing the best service not only for current riders, but for future generations. In collaboration with our capital expansion divisions, the Executive Director of Operations ensures our passengers and the long-term maintenance of our facilities is at the forefront of decision making from planning and through construction.

Please visit our [website](#) to view the full job description and to apply.



Our mission and vision - your future.

Our mission of "Connecting more people to more places to make life better and create equitable opportunities for all" is what drives us forward every day. And our vision of "transforming the Central Puget Sound by making our transit service as iconic as the Space Needle and Mount Rainier," is how we'll get us there. If you're looking to make an impact and help shape the future of transportation, help us make history. We are a group of passionate, collaborative, fun individuals who are all working together to reach that goal.



Our culture of values, inclusion, and diversity.

Our values aren't just a set of meaningless words printed on a poster. They dictate how we behave and they are engrained in our culture. We are also fiercely committed to an inclusive and diverse workplace because we believe that every person has value and every voice should be heard. Creating a workplace that celebrates values, inclusion and diversity not only makes us a better company, it makes better people.





Our people make us great.

Our most valuable asset isn't the systems we build or the vehicles we operate. It's our people. They are the heartbeat of our company, and we're proud to say we have some of the best and the brightest. We are united by our mission and driven by our values. Our Employee Resource Groups ensure we never miss a chance to celebrate the vibrancy of our agency and community, and enhance our commitment to growing and sustaining a diverse workforce, inclusive culture and equitable work environment.

Visit our [LinkedIn](#) page to learn more about our people and culture.



Our Services.

Just like our region, Sound Transit is in a period of growth and expansion. As our capital program continues, we'll be able to connect more people to more places with Link light rail, Sounder commuter rail, ST Express buses and soon, Stride bus rapid transit. Our voter-approved plan includes 116 miles of light rail track and 80 stations. The network will extend in all directions to form a transit spine for the Puget Sound.

Please explore the [System Expansion map](#) on our website to learn more about our capital program.





Our promise to you.

So what's in it for you? Glad you asked. If you're looking for a career where you can truly make a difference and make your mark in history, we'd love to meet with you. Together, we can transform our region and work on the largest system expansion effort in the country.

We can also promise that you will be hard-pressed to find a company with a better work/life balance. Speaking of which, you'll find that living in the Pacific Northwest is pretty amazing. You can be at the ocean and rain forest in just hours, find great hiking trails and world-class skiing just a short drive away. If you're a foodie, open wide and say ahh... You'll find an eclectic range of cuisines that will make your taste buds do the happy dance.



**Amazing Scenery
and Outdoor Recreation**



**Vibrant Arts and
Entertainment Scene**



**Top Rated Schools
and Higher Education**



**World-Class Coffee
and Fine Dining**



Your Benefits

Sound Transit believes that healthy employees equal a healthy, more productive company. That's why we offer two choices of medical plans - Premera Blue Cross PPO or Kaiser Permanente HMO. We also offer dental coverage with Delta Dental of Washington at no cost, a vision plan through VSP Vision Care at no cost and long-term disability and life insurance. Sound Transit has a very robust wellness program. We are pleased and excited to be recognized for their commitment to employees' well-being.

That commitment includes:

- An ORCA card at no cost
- Tuition reimbursement up to \$5,000 annually
- One-on-one retirement counseling
- Employee Assistance Program
- On-site gym
- Free annual flu shots

In addition:

- Executive Level employees accrue 20 days of vacation annually.
- Employees also accrue 12 days of sick leave, and receive 10 paid holidays, along with parental and caregiver leave.
- When it comes to your financial health, Sound Transit has you covered too. We have both 401a and 457b retirement programs and offer monthly on-site retirement education opportunities.
- Sound Transit employees are the key to our success, and we believe that their continued good health, financial security and peace of mind are an important investment. That's why we offer a variety of high-quality programs that let you choose the benefits that best fit your needs and the needs of your family.





Our values are the principles that guide us.

Collaboration: *We share each other's successes and challenges, and invite involvement of all toward achievement of common goals. We are one agency, no single department defines our business.*

Customer focus: *We always start with our customers' needs and work back from there. They are the focus of everything we do.*

Inclusion & Respect: *We foster a culture where everyone is treated fairly and where diverse perspectives are welcomed and every voice is heard.*

Safety: *We ensure the safest transit trip and work environment for every rider, employee and contractor, each and every day.*

Integrity: *We build trust by keeping commitments and taking ownership—demonstrating honesty, accountability and transparency throughout.*

Quality: *As stewards of public resources, we do our best work every single day and take great pride in the efficient, sustainable and equitable delivery of our services and projects.*

More about us.

Sound Transit headquarters are in historic Union Station in downtown Seattle, in the heart of the International District/Chinatown and Pioneer Square neighborhoods. We're within walking distance from the sports stadiums, King Street Station and the waterfront.

We want to hear from you:

Clara O'Brien
Sound Transit Talent Acquisition
clara.obrien@soundtransit.org



#DrivenByTransit