



# Chief Executive Officer

Competitive salary between  
\$300,000 - \$400,000 annually



**SOUNDTRANSIT**

# ■ Chief Executive Officer

As Sound Transit's new CEO, you will lead the agency through the largest transit capital expansion in the country. But more important than the projects are the people: the 4 million residents of the tri-county Puget sound region and 1,400 dedicated professionals who are committed to making life better and creating equitable opportunities for all. Whether that is through designing transit-oriented commercial and housing developments, expanding the system by building new rail or bus rapid transit lines, or improving system security through people-focused solutions, we provide best-in-class services the residents of the Puget Sound community who have invested in building a long-awaited, integrated transportation system

We are looking for a leader who can link our core mission, vision and values to the everyday culture that makes Sound Transit unique among transit agencies in the country. While projects, budgets, forecasts, and regulations inform what we do, the overarching role of CEO at Sound Transit is about building consensus: engaging the board of directors, connecting with the communities we serve, partnering with other agencies, enriching the lives of our riders, and channeling the passion and energy of our workforce in service to the public.

This is no small task, but it will be incredibly rewarding. We invite you to consider your experience and imagine a future with Sound Transit.



**SOUNDTRANSIT**





### ***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.



## ■ The Position

The CEO is responsible for directing the activities of the agency and is accountable to the Sound Transit Board of Directors for the agency's overall performance. This position provides guidance and counsel to the Board regarding strategy, policies, and issues management. The CEO assumes responsibility for implementing policy decisions made by the Board and is ultimately responsible for the successful implementation of voter-approved programs.

## ***Our culture of values, inclusion, and diversity.***

Sound Transit's values are engrained in our culture and dictate our everyday work. We are 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 champions values, inclusion and diversity not only makes us a better organization, it makes us 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 agency, and we're proud to say we have some of the best and the brightest. We are united by our mission, driven by our values, and committed to growing and sustaining a diverse workforce, inclusive culture, and equitable work environment. Visit our [LinkedIn page](#) to learn more about our culture.

## ***Our Services.***

Just like our region, Sound Transit is in a period of growth. 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 comprehensive transit spine for the Puget Sound. Explore the System Expansion map on [our website](#) to learn more about our capital program.

## ***Our promise to you.***

If you're looking for a career where you can truly make a difference and make your mark, join us at Sound Transit. Together, we can transform our region.

You'll find that living in the Pacific Northwest is pretty amazing. You can reach the ocean and rain forest in just hours, tackle great hiking trails outside your doorstep, and ski world-class slopes after the quickest of drives. 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.

## ***Strategic Priorities***

Our strategic priorities are built upon a commitment to equity and fairness, environmental stewardship, partnerships and the communities we serve. Visit [our website](#) to learn about the future of Sound Transit.

## ***More about us.***

Sound Transit headquarters are located 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 sports stadiums, King Street Station and the waterfront.



## RECRUITMENT SCHEDULE

February 18, 2022 ..... Applications accepted  
March 27, 2022 ..... First review of resumes  
Early April ..... Phone interviews with CPS HR  
April 19 – 29, 2022 ..... Sound Transit interviews  
May 2022 ..... Background & Reference Checks  
July 1, 2022 ..... Anticipated start date

# ■ Ideal Candidate

## *Authentic. Passionate. Collaborative. Committed.*

These are words that describe the next CEO of Sound Transit. Guiding an exceptional, industry-leading organization like Sound Transit requires incredible soft skills, such as communication, teamwork, conflict resolution, creativity, and empathy. The CEO will be a leader in cultivating and elevating the Sound Transit culture—a culture based on diversity, equity, inclusion, innovation, collaboration, transparency, and continuous improvement. Sound Transit's CEO prioritizes people over programs – from employees and area residents to board members and passengers.

The CEO should have experience leading a complex organization, preferably with some level of public sector expertise. That leadership does not mean the candidate was previously in the top executive role within their previous organizations. It does mean this person has developed and demonstrated the skills necessary to lead Sound Transit. Past experience in public transportation is helpful, but is certainly not required. Candidates with previous experience in capital construction programs in either the public or private sector would find a very familiar environment here. Most importantly, the CEO will exhibit a passion for public service and will bring a demonstrated ability to deliver results to stakeholders. While getting the job done, the CEO will work to infuse that passion throughout the organization.

### **Education and Experience**

A degree from an accredited college or university with major course work in public administration, business administration, planning, engineering, or a related field or discipline or equivalent experience is required; graduate degree preferred. 12 years of senior management experience, including six years of executive level management, administrative, and supervisory responsibility. Experience in the transit industry and/or public sector agencies is highly desirable, but not required.





## ■ Compensation And Benefits

The salary for this position is negotiable depending on the qualifications and experience of the selected candidate. A reasonable expectation for base compensation is **\$300,000 - \$400,000**.

- » No state income tax in Washington
- » 401(a) Retirement Savings Plan: Employee contributes 10%, Sound Transit contributes 12%
- » 457(b) Deferred Compensation Plan
- » Excellent Medical Insurance Dental and Vision Insurance
- » Personal Time Off – 30 days to start
- » 11 regular + 2 floating holidays
- » ORCA card (free transit pass)
- » Generous moving allowance available.

Visit <https://www.soundtransit.org/get-to-know-us/jobs/benefits> to learn more

*Note: Sound Transit does NOT participate in the Washington Public Employees' Retirement System.*



# Application and Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues) by the first resume review date of **Sunday, March 27, 2022**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/1937>

For further information contact:



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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be granted preliminary interviews by the consultants. Selected candidates will be referred to the Board's CEO Selection Committee. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.

Proof of full COVID-19 vaccination (defined as two full weeks after the second Moderna or Pfizer, or the single Johnson and Johnson shot) by time of hire is a condition of employment – not a condition of applying or interviewing. If you have any questions related to the vaccine requirement or accommodations, please contact us and we will connect you with an appropriate resource at Sound Transit.

Sound Transit is an equal employment opportunity employer. No person is unlawfully excluded from employment action based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status or other protected class.

At Sound Transit, we believe that a diverse workforce and an inclusive environment where all voices are heard are what makes us a better, stronger, more innovative and creative company. Differing backgrounds, cultures, perspectives and beliefs gives us a richer and more empowered workforce. We strive to cultivate a work environment that is high-performing and compassionate, where all have equitable opportunities to grow and succeed, and each employee brings their authentic selves to do their best work to accomplish our mission.

As an Equal Employment Opportunity Employer, we are committed and passionate about recruiting and retaining people of color, women, and other groups, especially in underrepresented fields.

