

LIVE.
WORK.
FISH.
WORK.
HIKE.
WORK.
PLAY.
WORK.
ENJOY.
WORK.



JOB OPENING
EXECUTIVE DIRECTOR



JOB OPENING

EXECUTIVE DIRECTOR

SALARY RANGE

ANNUALLY \$160,000 to \$210,000



THE OPPORTUNITY

SRTA is recruiting an executive director to lead our team of transformative professionals. We invite you to consider joining our friendly, welcoming organization that is committed to innovating transportation throughout the Shasta Region. You'll be part of a group that's forward thinking, with a culture that values work-life balance, teamwork, and flexibility. Our smaller size means everyone tackles a diverse set of tasks and projects, which keeps things lively and interesting as we pursue our goal of innovation in our community. Plus, you'll get to live and work in an up-and-coming region known for its natural beauty, recreational options, and lower cost of living.

THE MISSION

SRTA's mission is to maximize state, federal and other revenues for cost-effective transportation investment strategies that connect communities, people and goods.

THE AGENCY

Focusing on accessibility, equity, mobility, safety, and sustainability, SRTA studies the region's transportation needs, determines what improvements will be made, and pursues funding sources. Funds are allocated for the planning, construction, operation, and maintenance of transportation projects throughout Shasta County.

THE FACTS

- Administer over \$24 million in state and federal funds administered annually and over \$188 million in discretionary planning, capital, and operating grants received in past four years.
- Current staff of nine employees with spending determined by a seven-member elected Board of Directors.
- Located in Redding, CA in the far northern Sacramento Valley, between the Trinity Alps and the Cascades.

THE VISION

To meet the region's evolving mobility needs while avoiding traffic congestion and other growth-related pitfalls commonly experienced in larger metropolitan regions. Our efforts are intertwined with regional prosperity, environmental quality, community health and well-being, and other elements that define a great quality of life. We actively engage with the public and regional partners in developing strategies and initiatives that yield many community benefits.

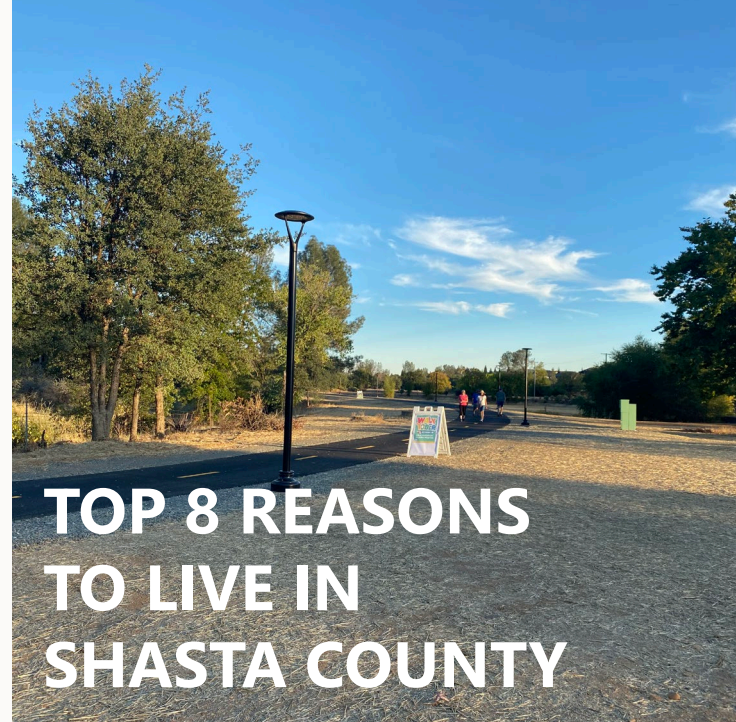


EXECUTIVE DIRECTOR RECRUITMENT

THE EXECUTIVE DIRECTOR:

- Sets policies and investment strategies to deliver major transportation projects and services to the region.
- Coordinates services and activities among SRTA staff, the board of directors, advisory committees, and member agencies.
- Engages with the public, community-based organizations and private stakeholders to develop innovative partnerships to strengthen funding and delivery opportunities.
- Plays a key leadership role in planning, designing, and funding major initiatives in the region, including:
 - Determining the types and levels of public transit and approving the region's public transit budget through the annual *transit needs assessment* and the *Shasta Long-Range Transit Plan*.
 - Guiding the region's active transportation network, including grant strategies and project development, through the *GoShasta Active Transportation Plan*.
 - Developing intercity bus service through the *North State Intercity Bus Business Plan*, and future rail options through grants and the *Shasta Bus to Rail Plan*.
 - Completing Interstate 5 corridor improvements through grant efforts that address goods movement and impacts resulting from snow or fire closures.
 - Completing other area plans such as the *SR 273 Multimodal Corridor Plan* and the *Park Marina Plan*.
 - Pursuing climate adaptation and resiliency grants and other funding opportunities consistent with the *ResilientShasta* plan.
 - Developing zero-emission infrastructure, including hydrogen manufacturing and fueling for medium- and heavy-duty vehicles.
 - Advancing the *Shasta Sustainable Communities Strategy* by supporting local AHSC grant efforts and other major infill projects.
 - Coordinating, organizing, and participating in the North State Super Region to advance multi-regional needs beyond Shasta County.

For more quality-of-life information, check out:
<https://www.youtube.com/watch?v=fLKVmVHma-A> and
<https://www.shastaedc.org/wp-content/uploads/2016/03/shasta2012.mp4>



1. Great cost of living: from housing to entertainment, the area boasts a lower cost of living that means your dollar (and your lifestyle) goes farther.
2. Welcoming community: from Redding our largest city (population of 94,000), to our smallest towns, our people are known for their friendliness and warmth.
3. Great weather: Redding is the second sunniest city in America, with over 300 days of sunshine.
4. Stunning natural wonders: we're surrounded by snow-capped mountains, salmon and trout-filled rivers, mountain streams, waterfalls, and fresh air.
5. Outdoor recreation: whether you're into hiking, fly-fishing, camping, rock climbing, mountain biking, skiing, camping, or boating, there are dozens of world-class adventures within an hour of our backyard.
6. Thriving downtown scene: from coffee shops, to boutiques, to restaurants, to theaters, our region is lively and active.
7. Healthy economy: our diverse economy means opportunities abound.
8. Convenient location: situated at the geographic center of the north state along the I-5 Corridor and convenient commercial air service via Redding Airport.



EXECUTIVE DIRECTOR RECRUITMENT

WE'RE LOOKING FOR

- A collaborative, fiscally wise leader with the ability to coordinate SRTA's planning and project implementation activities.
- A consensus builder who's politically astute but apolitical.
- Demonstrate uncompromised integrity, while being proactive, equitable and transparent.
- A skilled communicator who is adaptable, proactive, and can foresee and respond to issues/concerns of the public and the board of directors.
- Knowledgeable regarding federal, state, and local priorities and has practical experience affecting policy change.
- The ability to analyze situations, project consequences of proposed actions, and implement recommendations in support of goals.
- Resourcefulness -- to allocate limited resources in a cost-effective manner.
- An effective communicator with relationship-building skills to develop a strong local, state, and federal network.
- A track record of ensuring organizations achieve their highest levels of performance and success.
- Knowledge of: regional governance administration, functions, and services; current social, political, and economic trends and operating challenges of regional governance; techniques of long-range, sustainable, and equitable regional planning analysis and evaluation of programs, policies and operation needs; effective public and agency engagement techniques; budget preparation and administration, and funding practices of federal and state grant agencies; administration and personnel management; supervision, training and development; pertinent federal, state, and local laws, codes and regulations.



EDUCATION AND EXPERIENCE

Any combination of education and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Five years of professional planning experience at the level of a senior planner.
- Ten years of management or supervisory experience in a public agency setting.
- Graduation from a four-year college or university with major coursework in transportation, urban, or regional planning, transportation/traffic engineering, public or business administration, public policy, or a related field.
- Highly desirable, but not required: experience working with multiple public agencies and reporting to a board; a master's degree and/or American Institute of Certified Planners (AICP) credentials.





EXECUTIVE DIRECTOR RECRUITMENT

COMPENSATION AND BENEFITS

The current annual salary range for the executive director is \$160,000 to \$210,000, based on qualifications and experience.

A competitive benefits program includes:

- California Public Employees' Retirement System (CalPERS 2% @ 55 years for classic members or 2% @ 62 years for new members as defined under PEPPRA).
- Up to 9.2% employer paid 457(b) Deferred Compensation Plan (social security alternative).
- Health, dental, and vision insurance, including coverage for dependents.
- Employee assistance program.
- Life/AD&D insurance; short – and long-term disability insurance.
- Leave benefits – 12 paid holidays; 2 floating holidays; up to 20 days of vacation; 10 days of administrative leave; and 11 days of sick leave per year.
- Annual and monthly stipend allowances.
- Other benefits as may be negotiated by employment agreement.



APPLICATION AND SELECTION PROCESS

The position will be open until filled.

To be considered for this exceptional opportunity, please submit the following to srta@srta.ca.gov, no later than March 14, 2022:

- SRTA employment application (available at www.srta.ca.gov/168/Employment);
- A cover letter;
- Resume;
- Statement of qualifications; and
- The names of six work-related references (two each for current or former supervisors, partner agencies, and colleagues).

If you wish to discuss the particulars of the position, please email your contact information to srta@srta.ca.gov and you will be contacted via telephone or email.

Application materials will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the recruitment subcommittee of the SRTA Board of Directors.

An employment agreement and appointment to the position will be made by the full SRTA Board of Directors after completion of comprehensive reference and background checks to be coordinated with the successful candidate.

SRTA is an equal opportunity employer.

