



Join the team that's transforming
LA and the nation.

Los Angeles County Metropolitan Transportation Authority
Chief Ethics Officer

Metro is seeking a Chief Ethics Officer to assist in executing Metro's mission to provide a world-class transportation system that enhances quality of life for all who live, work and play within LA County. This is an opportunity to join one of the nation's largest and most innovative transportation systems.

Join us.



Overview of Agency

Metro plans, administers, designs, constructs and operates LA County's transit and rail transportation system. Additionally, we are one of the nation's largest funders of multi-modal transportation and goods movement projects. Metro is truly unique among our national transportation constituents, with broad responsibilities in the areas of planning, programming, design, operations and construction.

Mission, Vision & Key Goals

Mission:

Metro's mission is to provide a world-class transportation system that enhances quality of life for all who live, work and play within LA County.

Vision:

Metro's vision is composed of three elements:

- > Increased prosperity for all by removing mobility barriers
- > Swift and easy mobility throughout LA County, anytime
- > Accommodating more trips through a variety of high-quality mobility options

Core Business Goals:

- > Provide high-quality mobility options that enable people to spend less time traveling
- > Deliver outstanding trip experiences for all users of the transportation system
- > Enhance communities and lives through mobility and access to opportunity
- > Transform LA County through regional collaboration and national leadership
- > Provide responsive, accountable and trustworthy governance within the Metro organization

A singular agency for a place like no other.

Metro is truly unique among its national transportation constituents with broad responsibilities in the areas of planning, programming, design, operations and construction. More than 10 million people – nearly one-third of California's residents – live, work and play within its 1,433-square-mile service area. In addition to operating its own services, Metro administers and distributes funds for all LA County transit providers, as well as funds a wide variety of transportation projects, including highways, commuter rail, transit, arterial streets, bikeways, pedestrian connections and demand-reduction strategies.

Current Challenges

Resulting from a 2016 ballot measure, the organization has an ambitious agenda to execute. The complexities of the organization include potentially expediting projects in preparation for the 2028 Olympic and Paralympic Games. It is essential to ensure a skilled workforce, an effective contracting function, and the safety and security of our system and those who travel with us. In addition, the services provided through our internal auditing function, protect the integrity of our business practices. The overriding goal of the agency is to reduce traffic congestion throughout LA County.



Leadership Competencies and Behaviors

In addition to joining a world-class team, the potential candidate must be committed to and demonstrate the following leadership competencies and behaviors below:

Leading Change

Ability to bring about strategic change, both within and outside of the agency, to meet agency goals.

1. Act as a Champion for Change & Strive for Innovation
2. Set a Strategic Vision

Results-driven

Ability to meet organizational goals and customer expectations.

3. Act Decisively
4. Manage Resources

Leading People

Ability to lead people towards meeting the agency's vision, mission and goals. Ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

5. Build Effective Teams
6. Commit to Performance Management as a Daily Practice
7. Manage Diversity and Work Well with Diverse Populations
8. Inspire and Motivate Others

Leading Self

Enhancing personal effectiveness.

9. Act with Empathy or Compassion
10. Act with Integrity

Position Description Overview

The Chief Ethics Officer plans and directs the overall implementation and execution of Metro's Ethics Policy and Lobby Registration programs. This includes overseeing the operations of conflict of interest, code of conduct, ethics and lobby registration program functions. The Chief Ethics Officer develops strategies, and establishes and implements policies and procedures to achieve departmental goals.



The Chief Ethics Officer...

- > Prepares Conflict of Interest and similar reports for Board meetings and committees pursuant to Government Code section 87103 and 84308 and the Public Utility Code Section 130051.20
- > Oversees the interpretation and enforcement of Metro's Code(s) of Conduct and statutory obligations for Board members, contractors, customers and employees
- > Ensures Statements of Economic Interest Form 700 disclosures are filed by Board members, pension investment Board members, and designated employees and consultants
- > Reviews agendas for possible conflicts of interest
- > Oversees the training of Metro staff, Board members, consultants and the public regarding the application of the Ethics policy, Political Reform Act, lobbyist registration regulations and conflicts of interest
- > Participates in pre-bid meetings to inform potential vendors of lobby registration regulations
- > Keeps up-to-date on current state laws regarding ethics and conflicts of interest
- > Supervises assigned staff
- > Communicates and implements safety rules, policies and procedures in support of the agency's safety vision and goals; and maintains accountability for the safety performance of all assigned employees
- > Contributes to ensuring that the Equal Employment Opportunity (EEO) policies and programs of Metro are carried out
- > May be required to perform other related job duties

Position Qualifications

Potential candidates must meet the following requirements:

- > Bachelor's degree in Political Science, Public Administration or other related field. A Master's degree in a related field is desirable.
- > Juris Doctorate and an active member in good standing of the California Bar.
- > A minimum of five years (5) executive management-level experience performing work in support of ethics programs.
- > Valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

Salary

The salary range for the Chief Ethics Officer is HCC (\$ 179,525 - \$ 224,411 - \$ 269,298). Salary placement will be determined by education and experience.

Benefits

Financial Security

- > 401k Thrift Savings Plans
- > 457 Deferred Compensation Plans
 - metro.net/401k-457plans
 - metro.net/401k-457comparison
- > CalPERS Pension Plan
 - metro.net/calpersbooklet
 - metro.net/calpersclassifications

Group Benefit Plans

- > Medical/Dental/Vision/Life Insurance
 - metro.net/benefitsummaryguide
- > Health Care Spending Account
- > Dependent Care Spending Account

Time-Off

- > Time-off with Pay
- > 10 Paid Holidays
- > Maternity & Family Leave

Employee Perks

- > On-site Fitness Center & Classes
- > Wellness Fairs
- > Agency-wide Fitness Challenges/Events
- > Transportation Pass
- > Transportation Subsidy
- > Child Care Center
- > Employee Assistance Plan
- > Credit Union
- > Recreational Activities & Discounts

Application and Selection Procedure

To be considered for this exciting career opportunity, submit your resume, cover letter and a list of work-related references. Resume should reflect years and months of employment, along with relevant work experience. The closing date for this position is **Friday, July 17, 2020**.

Forward your materials to [Frank Rojas at CPS HR Consulting](#).

Resumes will be evaluated based on the criteria outlined in this brochure. Those candidates who demonstrate the most relevant experience will be given preliminary interviews by the consultant. CPS HR Consulting will report the results to Metro. Metro will then select candidates to be interviewed by a panel.

A final interview process may be scheduled to further evaluate selected candidates. Reference and background checks will be conducted for the successful candidate.

For more information about Metro, please visit metro.net.

For additional information about this position, please contact:

Frank Rojas

frojas@cpshr.us

CPS HR Consulting

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CPS HR CONSULTING

Metro/PTSC is an equal opportunity employer.

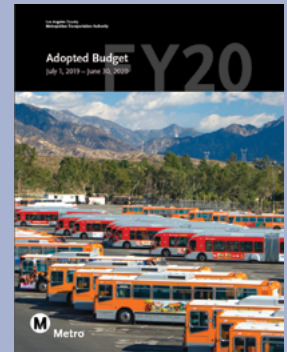


More About Metro

Click on the thumbnails below to learn more about Metro's current initiatives and projects.



**Vision 2028
Strategic Plan**



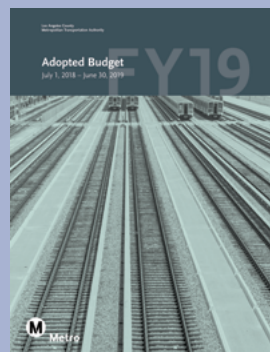
Adopted Budget 2020



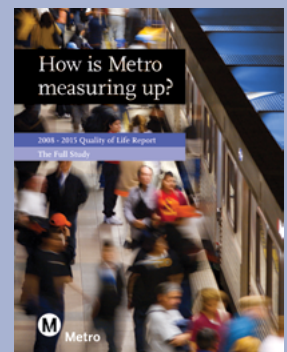
Measure M



**Report to the
Communities 2018**



Adopted Budget 2019



Quality of Life Report