



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

**Los Angeles County Metropolitan Transportation Authority
Chief People Officer**

Metro is seeking a Chief People 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 navigating a changing workplace as a result of the pandemic and potentially expediting projects in preparation for the 2028 Olympic and Paralympic Games. It is essential to ensure a skilled, diverse and inclusive 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.



Position Description Overview

The Chief People Officer provides executive direction and visionary leadership to the overall departmental functions of Metro, which include Employee Engagement, Labor Relations, Human Resources and Workforce Services, in order to attract, motivate, develop and retain the most qualified and skilled employees to meet the mission of the organization and drive organizational success.

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 and 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 and compassion
10. Act with integrity



The Chief People Officer...

- > Leads the overall programs/activities of the department's functions, including Employee Engagement, Labor Relations, Human Resources and Workforce Services
- > Represents Metro at meetings and conferences with public agencies, the private sector, public and corporate officials, and the general public to secure support and create partnerships
- > Represents the Chief Executive Officer (CEO) at meetings with labor unions
- > Serves as liaison to Metro Board of Directors on labor and human resources issues
- > Serves as chief negotiator for all labor negotiations, or oversees designee
- > Prepares and presents written and oral reports to CEO, the Board of Directors and outside agencies
- > Directs assigned staff to work proactively with line management as advisors in the interpretation of collective bargaining agreements, adherence to human resources policies and practices, and the resolution of non-Equal Employment Opportunity (EEO) related complaints and grievances, including arbitration
- > Participates in the preparation and presentation of issues for litigation; coordinates with attorneys
- > Directs the design of Metro-wide training and development programs that enhance individual and organizational performance and morale
- > Advises the CEO on significant matters and undertakes special projects as directed
- > Communicates Metro's safety vision and goals both internally and externally
- > Contributes to ensuring that the EEO policies and programs of Metro are carried out

Position Qualifications

- > Bachelor's degree in Business Administration, Industrial Relations, Law or a related field; Master's degree in a related field or Juris Doctorate preferred
- > Ten (10) years of relevant executive management-level experience performing professional work in all areas of labor relations, as well as more than one of the other human resources and/or training areas, including experience as a chief negotiator
- > A 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 People Officer is HCC (\$183,123 – \$228,904 – \$274,685). 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
- > Ten (10) paid holidays
- > Maternity & family leave

Employee Perks

- > On-site fitness center & classes
- > Agency-wide fitness challenges/events & wellness fairs
- > Transportation pass & subsidies
- > Child care center
- > Employee assistance plan
- > Credit union
- > Recreational activities & discounts

Application and Selection Procedure

To be considered for this exciting career opportunity, please submit a detailed resume, cover letter and a list of six work related references – two supervisors, two direct reports and two colleagues. Resume should reflect years and months of employment, along with relevant work experience. The closing date for this position is **Friday, October 1, 2021**.

Forward materials to [CPS](#).

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.

Metro/PTSC is an equal opportunity employer.

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

For additional information about this position, please contact:

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CPS HR  CONSULTING

More About Metro

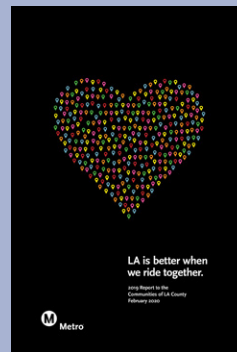
Learn more about Metro's current [initiatives](#) and [projects](#):



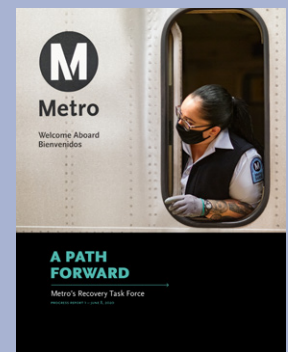
**Vision 2028
Strategic Plan**



**Moving Beyond
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**Report to the
Community 2019**



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Download the latest [financial information](#) in PDF format.

