



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

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

Metro is seeking a Chief Safety 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 Safety Officer provides executive direction to the overall safety vision of the agency for employees and riders. Develops and implements Metro's Safety, Risk and Asset Management programs and System Security & Law Enforcement Contract Compliance and Emergency Management programs in line with the riding public's safety in a transit environment. Manages through subordinates, the Risk's programs first- and third-party risks consistent with Metro's risk tolerance policy, and the security and emergency management programs in line with a public safety philosophy.

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 Safety Officer...

- > Provides overall executive safety management direction in the establishment and development of policies, goals, performance measures, and strategies for System Security, Public Safety, Risk Management and Asset Management
- > Advocates Metro's overall agency safety vision; approves and adopts the agency's safety rules, policies and procedures; communicates safety expectations; and maintains accountability for the safety performance of the entire agency
- > Oversees the overall administration of Metro's transit system safety functions and compliance activities, including Construction Safety, Transit Operations Safety programs, Occupational Health and Safety programs, System Security, Public Safety and Emergency Management programs
- > Oversees the establishment and implementation of long-range System Security, Public Safety, Risk Management, Asset Management and Emergency Management goals, financial strategies, budget, plans and priorities, and establishes department standards of performance
- > Advises and makes recommendations to the CEO (Chief Executive Officer) and Board of Directors on the overall safety of the agency, including system security, public safety and related environmental security issues, and provides recommendation as appropriate
- > Provides executive direction on comprehensive transportation security needs, as well as safety design reviews, to identify and mitigate hazards in facilities, systems, and equipment design and implementation
- > Prepares and presents written and oral reports to executive management, the Board of Directors, outside agencies and the public
- > Represents Metro on system safety, safety and continuity of operations, risk management and audit issues at meetings, conferences and public events
- > Provides guidance, coaching, mentoring, training and oversight for development of staff
- > Ensures that System Security, Public Safety, Risk, Asset and Emergency Management programs and plans follow applicable laws, rules, codes and regulations; resources are effectively managed; and corrective actions are implemented in a timely manner to ensure compliance
- > Contributes to ensuring that the Equal Employment Opportunity (EEO) policies and programs of Metro are carried out

Position Qualifications

- > Bachelor's degree in Safety, Public Administration, Engineering, Business, Accounting or a related field; Master's degree in a related field preferred
- > Seven (7) years of relevant executive management-level experience administering programs and plans in law enforcement, safety, risk management and/or asset management for a public agency
- > 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 Safety Officer is HDD (\$222,664 – \$278,845 – \$335,026). 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. This position is open until filled.

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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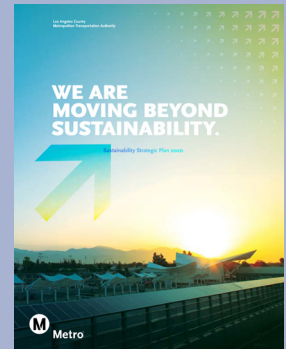
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More About Metro

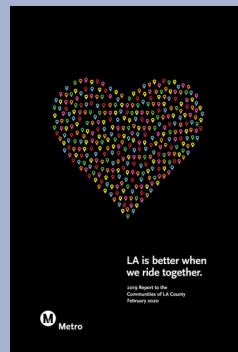
Learn more about Metro's current [initiatives](#) and [projects](#):



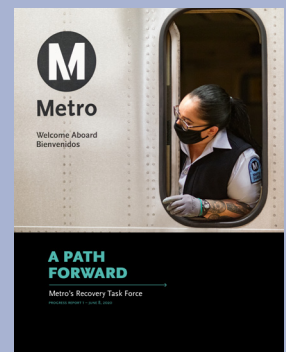
**Vision 2028
Strategic Plan**



**Moving Beyond
Sustainability**



**Report to the
Community 2019**



Recovery Task Force Reports

Finance and Budget Reports

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

