



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

Los Angeles County Metropolitan Transportation Authority
**Chief Systems Security &
Law Enforcement Officer**

Metro is seeking a Chief Systems Security & Law Enforcement 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 Systems Security & Law Enforcement Officer provides executive direction to Metro's overall security and law enforcement contract compliance, emergency management program, while supporting a community-oriented policing philosophy.



The Chief Systems Security & Law Enforcement Officer...

- > Provides overall direction and management in the establishment and development of policies, goals, performance measures and strategies, for Metro System Security & Law Enforcement Department, while embracing a community-oriented policing philosophy
- > Manages transit operations using risk assessments to determine threats and guide an empowered workforce that is capable of utilizing a variety of tools to mitigate threats, such as standard operating procedures, intuition, situation assessment skills, teammates, flexibility, cooperative problem solving and decision making
- > Oversees the development, implementation, administration and review of Metro's emergency management programs
- > Establishes and implements long-range System Security, Emergency Management, goals, financial strategies, budget, plans and priorities, and establishes department standards of performance
- > Acts as key liaison between all contract law enforcement departments and Metro
- > Oversees the security and law enforcement contracts and reports on contract performance and compliance
- > Works with union members and leadership coordination on collective bargaining agreements, personnel policies and the resolution of grievances
- > Oversees security and law enforcement communications
- > Partners with community leaders to improve Metro's relationship with the community and assist in reducing crime
- > Oversees security and law enforcement audits and directs the implementation of corrective actions
- > Participates in contract negotiations and represents security and law enforcement
- > Ensures continuation of grant funding for critical security and law enforcement programs
- > Directs preparation and administration of the department budget
- > Consults with and advises management staff and the Board of Directors on transit security and law enforcement contract activities and issues
- > Oversees strategies, regulatory compliance and grant implementation for Emergency Management
- > Engages and solicits feedback from all departments and contract service providers
- > Advocates Metro's 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
- > Contributes to ensuring that the Equal Employment Opportunity (EEO) policies and programs of Metro are carried out

Position Qualifications

- > Bachelor's Degree in Business, Public Administration or a related field; Master's Degree in a related field preferred
- > Five (5) years of executive management-level experience in law enforcement including four years of law enforcement experience in a public transit environment
- > Valid California Class C Driver License
- > POST (Peace Officer Standards and Training) Certificate Preferred
- > Completed POST-approved law enforcement management course preferred

Salary

The salary range for the Chief Systems Security & Law Enforcement Officer is HCC (\$179,524.80 – \$224,411.20 – \$269,297.60). 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 and wellness fairs
- > Transportation pass and subsidies
- > 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, letter of interest 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, December 18, 2020**.

Forward materials to [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.

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

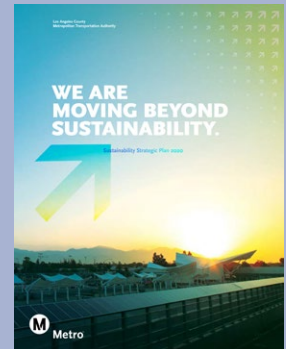


More About Metro

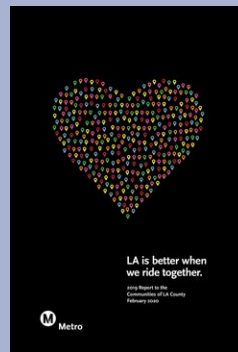
Learn more about Metro's current initiatives and projects:



**Vision 2028
Strategic Plan**



**Moving Beyond
Sustainability**



**Report to the
Community 2019**



Recovery Task Force Reports

Finance and Budget Reports

Download the latest financial information in PDF format.

[Adopted Budget 2021](#)
[Adopted Budget 2020](#)
[Proposed Budget 2021](#)