



CITY OF PHOENIX, ARIZONA

**Assistant Street
Transportation Director
&
Deputy Street
Transportation Director**



City of Phoenix

The city is excited to be hiring both an Assistant Director and a Deputy Director of Street Transportation to join a vibrant, growing city and a great place to live, work, and play!

THE CITY

Over 1.6 million people call Phoenix home, where sunshine and opportunities are endless! Commonly known as the “Valley of the Sun”, Phoenix is the 5th largest city in the United States and provides a rich culture and an abundance of attractions for both residents and visitors from museums, nature parks, and restaurants to a vast network of arts, entertainment, sports, recreational and educational amenities.

Phoenix and the surrounding areas are home to several major professional sports teams, including the Arizona Diamondbacks (MLB), Phoenix Suns (NBA), Phoenix Rising and Phoenix Mercury (WNBA), Arizona Cardinals (NFL), and the site for the Spring Training MLB Cactus League. Phoenix also has one of the fastest growing job markets and is emerging in a new economy with strength in advanced manufacturing, aerospace and defense, bioscience and healthcare, computer sciences and entrepreneurial activity. Education continues to be a primary focus as well with high-quality public schools, community colleges and universities.

With its strategic location within hours of multiple leisure destinations, Phoenix offers outstanding weather and a vibrant lifestyle, making it a great place to do business, and an even better place to live.

THE ORGANIZATION

The City of Phoenix is a full-service city with the largest council-manager form of government in the United States, with over 16,000 city employees, including seven employee unions and associations, and a \$7.8 billion annual budget. The Phoenix City Council is comprised of a Mayor and eight Council members. Each council member is elected by the people from a represented council district for a four-year term. The Mayor is elected at-large. The City Manager is appointed by the Mayor and City Council and is responsible for the city’s day-to-day management and operations including overseeing more than 30 departments and managing the finances and budget of the City of Phoenix.

The vision for the City is to improve the quality of life through efficient delivery of outstanding public services. The vision statement, “We will make Phoenix a great place to live, work, and visit, by fostering a dynamic and sustainable environment with exceptional public services,” continues to define and stimulate the City’s growth and development. The City places a high value on being employee-friendly by striving to be a local market leader for employee compensation and benefits, honoring all cultures and lifestyles, leading the way to be innovative and progressive, and creating a workplace that focuses on customer service excellence both internally and externally to become an “employer of choice”.

BUILDING THE PHOENIX OF TOMORROW

The City Manager has identified the following goals for the City organization in 2026:

Build Leadership Capacity for the Next Decade

Improve Customer Service

Continue Financial Excellence

Enhance Economic Development, Water Security and Competitiveness

Further Continuous Improvement in Public Safety

Improve Housing Affordability and Support Safety for Neighborhoods and Residents

Preserve and Expand a Safer Transportation Network

To learn more, go to: <https://www.phoenix.gov/>

It is an exciting time to work for the City of Phoenix! A proposed General Obligation (GO) Bond program of \$500 million was approved by Mayor and Council. Voters will decide during a Special Election in November 2023 whether to adopt the GO Bond Program. GO Bond programs will be essential in funding the critical infrastructure and rehabilitation needs of City facilities such as parks, libraries, fire and police stations, affordable housing, streets, and storm drains. To learn more about the proposed GO Bond Program visit: <https://www.phoenix.gov/bond>

POSITION OVERVIEW

The City of Phoenix is looking to hire an Assistant Director and Deputy Director for the Street Transportation department. These senior-level positions will be responsible for delivering high-quality services with strong customer satisfaction, as well as continuously striving for safe streets and maintaining a commitment and focus on the Vision Zero and Roadway Safety Plans.

The **Deputy Street Transportation Director** is a senior transportation and public works leader responsible for directing the planning, operation, and performance of critical traffic engineering, transportation infrastructure, and street maintenance programs. Reporting to the Assistant Street Transportation Director, this role provides strategic leadership over traffic operations, signal systems, roadway safety initiatives, sign and pavement marking programs, and intelligent transportation systems. The position requires the independent application of engineering expertise to solve complex transportation challenges, improve mobility, enhance public safety, and ensure efficient service delivery across the City.

In addition to operational leadership, the Deputy Street Transportation Director manages budgets, develops and mentors professional staff, oversees contractor and departmental coordination, and serves as a key advisor to executive leadership on transportation policy and infrastructure improvements. Success in this role requires a strong combination of technical engineering knowledge, organizational leadership, strategic planning, stakeholder engagement, and a commitment to innovation, fiscal responsibility, and exceptional customer service. This position will oversee nearly 200 full-time equivalent positions and an annual operating budget of over \$53.5 million.



The **Assistant Street Transportation Director**

is a senior executive leader responsible for providing strategic direction, policy oversight, and executive management of the City's transportation, engineering, architectural, and public works programs. Reporting directly to the Street Transportation Director, this position oversees major infrastructure initiatives, capital improvement projects, transportation planning efforts, and departmental operations while supervising Deputy Street Transportation Directors the Assistant Street Transportation Director provides citywide professional engineering expertise and representing the City in intergovernmental meetings, public hearings, and high-profile infrastructure projects.

This role serves as a key advisor to City leadership, including the City Manager, Mayor, and City Council, translating organizational objectives into actionable policies, programs, and projects that support safe, efficient, and sustainable transportation systems. The Assistant Street Transportation Director directs complex engineering and construction programs, manages significant budgets and consultant contracts, resolves project and contractual disputes, and ensures the successful delivery of public infrastructure investments. Success in this position requires exceptional leadership, technical expertise, stakeholder engagement, fiscal stewardship, and the ability to guide large-scale initiatives that enhance mobility, public safety, and quality of life throughout the community. This position will oversee nearly 375 full-time equivalent positions and an annual operating budget of over \$61.2 million.

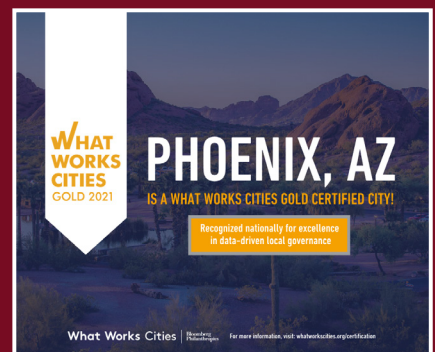


Forbes 2022
**AMERICA'S
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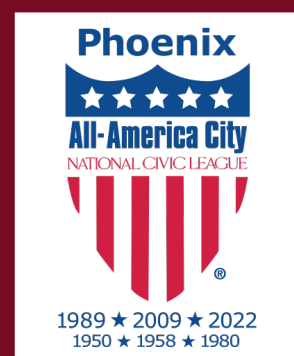
CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidates for the Assistant Street Transportation Director and Deputy Street Transportation Director roles are forward-thinking, emotionally intelligent, and highly accomplished transportation and public works leaders with extensive experience in complex municipal environments. These individuals shall have the expertise in civil engineering, transportation planning, traffic operations, capital project delivery, and public infrastructure management with a demonstrated ability to lead large, multidisciplinary organizations through change, growth, and evolving community needs, as well as guide and mentor the team to develop tomorrow's talent. They will need to possess a strong understanding of local government operations and are skilled at navigating politically sensitive issues while maintaining a solutions-oriented and customer-focused approach.

The successful candidates for these roles will be collaborative and resilient, and someone who excels at building trust and fostering productive relationships with elected officials, executive leadership, public utility agencies, regional partners, contractors, developers, and community stakeholders. They will need to be strong both strategically and operationally in their leadership style, and capable of developing long-range transportation and infrastructure visions. These individuals must have the ability to balance priorities and requests, able to adjust and flex when needed and also knowing how to operate "in the gray" when necessary.

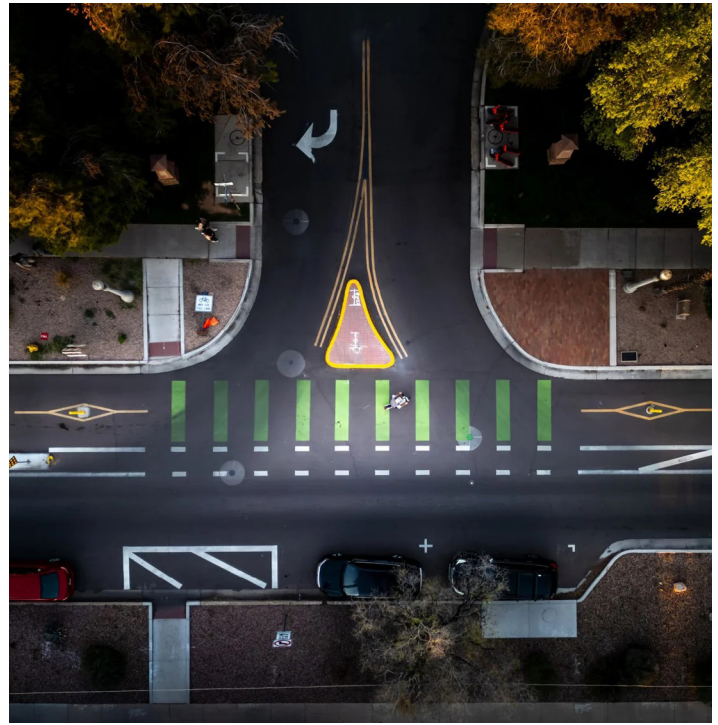
The ideal candidate is a strategic, emotionally intelligent, and technically credible public sector executive who can successfully lead complex transportation and public works operations while inspiring teams, building partnerships, and delivering results. They possess the vision to shape the future of transportation, the leadership to navigate organizational and community challenges, and the operational expertise to ensure safe, efficient, and sustainable infrastructure systems that enhance quality of life for all residents.

These roles will be extensively involved in emergency management operations and adverse weather situations, as well as collaborating with other departments and community groups for major special events hosted in Phoenix, which require "all hands-on deck" for the safety and security of residents and visitors. It is imperative that these new leaders create a positive atmosphere for employees in the organization and adhere to the highest ethical and moral standards, display transparency, and commitment to PHXRespect.



KEY LEADERSHIP COMPETENCIES

- » **Strategic Vision and Innovation** - Thinks beyond immediate operational needs to develop long-term transportation and infrastructure solutions; embraces innovation, continuous improvement, and emerging best practices; and challenges the status quo to support future growth, mobility, and community development.
- » **Collaborative Leadership** - Builds strong partnerships across departments, agencies, utility providers, contractors, and community stakeholders; creates alignment among diverse interests to achieve shared outcomes; and establishes productive working relationships built on trust, transparency, and mutual respect.
- » **Operational Excellence** - Focuses on delivering high-quality services efficiently and effectively; uses data, performance metrics, and sound engineering principles to drive decision-making; and balances strategic priorities with operational execution and service delivery.
- » **Customer and Community Focus** - Demonstrates a strong commitment to public service and customer satisfaction; promotes public engagement and ensures community concerns are addressed proactively; understands the impact transportation decisions have on residents, businesses, and visitors; and establishes clear lines of communication with external partners to coordinate efforts for all community activities and construction projects to limit the impact on the residents and public roadways.
- » **Resilience and Adaptability** - Remains composed and effective under pressure and during periods of change; successfully manages competing priorities and politically sensitive issues; and responds strategically and tactically to emerging challenges and organizational needs.
- » **Fiscal Stewardship** - Demonstrates responsible management of public resources; effectively oversees budgets, capital investments, contracts, and procurement processes; and balances fiscal responsibility with infrastructure and service improvement goals.



QUALIFICATIONS

Assistant Street Transportation Director: Candidates shall have a bachelor's degree in civil engineering, structural engineering, construction engineering, architecture, landscape architecture, or an equivalent technical degree. Five years of experience supervising professional-level staff in the practice of public works, transportation, engineering, architecture, or construction, including two years managing a major functional area within a public works infrastructure. ***Prior municipal experience is essential in this role, versus DOT, State or County experience.*** Candidates must also be registered as a Professional Engineer in the State of Arizona. Out-of-state candidates will be provided with a specified time frame to obtain their registration in the State of Arizona.

Deputy Street Transportation Director: Candidates shall have a bachelor's degree in public administration, engineering, or a related field. Five years of professional and administrative experience in traffic engineering or public works administration in a managerial capacity, including experience supervising professional level engineers who perform very difficult and advanced traffic engineering work. ***Prior municipal experience is essential in this role, versus DOT, State or County experience.*** Candidates must also be registered as a Professional Engineer in the State of Arizona. Out-of-state candidates will be provided with a specified time frame to obtain their registration in the State of Arizona.

The City of Phoenix may be willing to consider the substitution of other combinations of experience and education to meet the minimum requirements.

COMPENSATION AND BENEFITS

Assistant Street Transportation Director - Salary range is \$149,572.80 - \$194,438.40

Deputy Street Transportation Director - Salary range is \$126,276.80 - \$171,579.20

The hired range will be commensurate with the qualifications and experience of the successful candidates. The City contributes 9% of salary into 457/401(a) plans with no matching required. \$5,400/annual car allowance and \$1,440/annual cell phone allowance. The City is currently undergoing a classification and compensation study for all job classifications, which will be completed this year and may result in an increase to the pay range.

The selected candidate will be required to reside within Phoenix city limits within 24 months after the date of hire.

A comprehensive Executive benefits package is offered which includes:

Traditional pension with employer and employee contributions; choice of medical HMO, PPO, HDHP/HSA plans; wellness incentive of up to \$720 annually; dental; vision; life insurance; long-term disability; medical enrollment includes a monthly \$150 City contribution to a Post-Employment Health Plan; bus/light rail pass; tuition reimbursement; paid time off includes 13.5 paid holidays, 12 vacation days, 15 sick days.

For more details, visit: <https://www.phoenix.gov/hrsite/Benefit%20Category/010.pdf>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Friday, September 4, 2025**.

Please submit your materials to: <https://www.cpshr.us/recruitment/2650>.

For additional information about this position please contact:

CPS HR CONSULTING
Your Trusted HR Advisor For 40 Years

KYLIE WILSON

Principal Consultant

Email: kwilson@cpshr.us

Website: www.cpshr.us

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process with the city. ***This is a non-classified position and not covered under the civil service rules.***

This recruitment and any interview process resulting from this recruitment may be used to fill any related current or future vacancies.

