

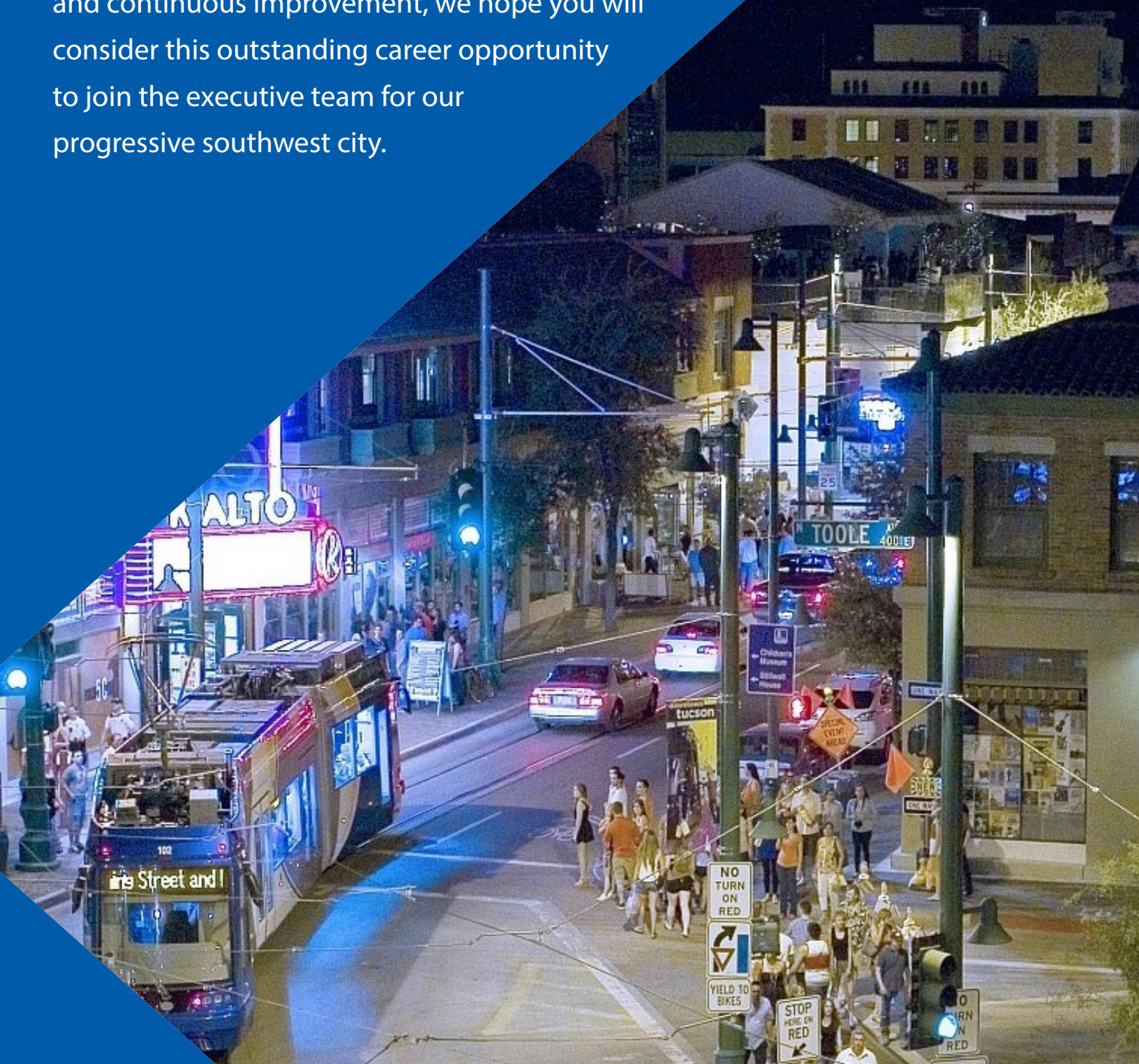
Director of Transportation & Mobility

"The soul of the Sonoran Desert"



■ A Unique Opportunity

The City of Tucson invites you to join an organization focused on providing excellent service to citizens in a safe and sustainable community. If you are a professional who embraces an organizational culture of innovation and continuous improvement, we hope you will consider this outstanding career opportunity to join the executive team for our progressive southwest city.



Why Tucson?

Learn more about why working and living in Tucson has so many advantages:

<https://connecttucson.com/why-tucson/>

The Community

Recognized as the 20th “Best City in America” by Resonance Consultancy, Tucson, Arizona is a thriving center for bioscience, aerospace/defense, optics, mining, and logistics. With a city population of more than 540,000 and a regional population of more than 1 million, Tucson has 330-plus days a sunshine a year and is surrounded by majestic mountain ranges. Its natural beauty is complemented by a small-town feel and big-city amenities.

With three military bases in the area, Tucson has long led the way for pioneering developments in the aerospace and defense industries. Tucson attracts aerospace employers through the outstanding programs offered by the University of Arizona’s College of Engineering, Pima Community College’s Aviation Technology Center, and Embry-Riddle Aeronautical University.

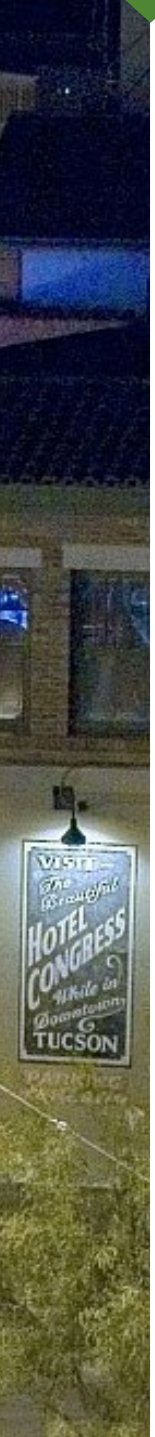
Gaining notoriety as Optics Valley, Tucson is home to a high concentration of optics companies, as well as research activity tied to the University of Arizona and several astronomical observatories located in the mountains of Southern Arizona. Long known for hard mining operations and copper extraction, Tucson has now established itself as an industry leader in mining technology.

Tucson is a transportation and distribution hub, making it an ideal place to operate a business. Tucson International Airport is located 10 miles from the city center; Interstates 10 and 19 connect Tucson with Phoenix, LA and El Paso; Tucson sits on the heavily traveled Union Pacific mainline; and the Port of Tucson is a full-service inland port, rail yard and intermodal facility. More than 150 transportation and logistics providers serve over 55 million customers within a 1,000-mile radius. In addition, Tucson is located just 66 miles from the international border of Mexico, making it a paramount location for businesses engaged in international trade.

Much of Tucson’s highly skilled workforce is a product of targeted education programs at The University of Arizona and Pima Community College. The University of Arizona, one of the nation’s top 20 public research institutions, features world-class research in many diverse fields including engineering, environmental science, optics, and alternative energy.

Named the first U.S. City of Gastronomy by UNESCO, Tucson is rich in great food, as well as art, culture, music, and plentiful outdoor experiences—from biking and hiking to star gazing. The Loop, a 131-mile network of paved shared-use paths, provides car-free recreational opportunities around and through the city. Tucson Botanical Gardens—named a “Top 10 North American Garden Worth Traveling For” by the American Public Gardens Association—and the popular Arizona-Sonora Desert Museum provide ample opportunities to convene with nature. With several nearby observatories, Southern Arizona has been called the astronomy capital of the world.

Included on Condé Nast’s “Where to Travel Next: 2021 Hot List,” Tucson is a traveler’s destination—especially in winter months. In January, world-class jazz fills downtown streets at the Tucson Jazz Festival. In February, the Tucson Gem & Mineral Show is the largest of its kind, and the Tucson Rodeo brings seasoned professionals to the city’s southern edge. In October, Tucson Meet Yourself welcomes thousands to celebrate food and culture of the Southern Arizona borderland. And in November, the unique All Souls Procession celebrates Día de los Muertos with spirit and faith. Year-round, Tucson is a great place to live, work, and play.



City Organization

The City of Tucson has a council and city manager led government. The legislative body is comprised of the mayor and six council members who each represent a ward, while the mayor is elected by voters independently of council. The legislative body establishes the policies for the City. The city manager is appointed by Mayor and Council and functions as the chief executive officer, carrying out these policies and managing the municipal organization. The city manager oversees approximately 4,500 dedicated employees, with a total Fiscal Year Operating and Capital Budget of \$1.7 billion, of which the General Fund budget comprises \$516.7 million.

Mission Statement

“To create and operate a safe and reliable multi-modal system for moving people and goods throughout our community.”





The City of Tucson values the safety of our employees, our residents, our community, and our visitors. In support of these values, if you are selected for this job, you must be fully vaccinated against COVID-19, except when vaccination is not medically advised or violates your sincerely held religious beliefs. If you are invited to join our team, you must submit proof that you are fully vaccinated against COVID-19 to your initial HR representative, or you must request an exemption from your representative. New employees must either provide proof of vaccination or be granted a medical or religious exemption before working with the City of Tucson.**

Tucson Department of Transportation and Mobility

The Tucson Department of Transportation and Mobility (DTM) is responsible for moving our citizens safely and enhancing economic development opportunities. It is an exciting time to lead this department and build off the momentum of recent achievements including the delivery of a \$100 million roadway resurfacing bond, the revitalization of downtown due to the success of the Sun Link Streetcar, the implementation of a high frequency bus network, and the launch of Tugo Bike Share.

Several big initiatives and projects are on the horizon including Tucson Delivers – Better Streets, a \$100 million pavement resurfacing program funded by a voter-approved sales tax increase. There are several major roadway capacity projects in progress including Downtown Links, an \$85 million-dollar, 1.3-mile key connector with multi-modal features, drainage, and noise mitigation. In addition, Mayor and Council recently requested development of a Complete Streets Policy to guide future transportation funding decisions and designs. Finally, Mayor and Council recently adopted Move Tucson, our new city-wide transportation and mobility plan. Move Tucson establishes a vision for Tucson's mobility future and provides a shared blueprint for how we get there.

DTM's fiscal year 2022 adopted annual budget exceeds \$240 million, with a capital budget of \$170 million. DTM's 301 employees oversee the operations and maintenance of approximately 1,900 miles of streets including 344 miles of drainage ways, 21,766 LED streetlights, traffic signs and signals, the public transit system, parking services, 528 miles of bikeways, and more. The department is comprised of the following divisions:



Structure of the Team

Director's Office – Coordinates, supervises, and performs administrative functions to ensure the efficient and successful operation of the department. This includes Human Resources, financial functions, Training and Development, and Employee Relations and Development.

Strategic Communications – Recently established to coordinate community engagement, public information, sustainability, and climate resiliency efforts.

Engineering – Provides the professional engineering and administrative services necessary for the programming, design, and construction of the Transportation improvement projects.

Traffic Engineering – Designs, constructs, and monitors intelligent transportation systems including all signing, striping, and traffic signals. Performs traffic studies and traffic analysis.

Planning Division – Facilitates community input and resolution of complex transportation projects. Many of the projects assigned to Planning involve transportation projects that have a land use and urban design interface. The Division is also responsible for corridor planning, which typically includes an associated land use plan and alternative modes of planning.

Streets and Traffic Maintenance – Maintains city streets, median island landscaping, alley ways, and drainage ways to ensure safe driving surfaces, decrease the potential for flooding, and control dust. This Division also manages the maintenance and inspection of streetlights, traffic signs, traffic signals, and roadway markings.

Transit Services – Provides administrative services and coordination for the activities of the public transportation system, which includes the streetcar (Sun Link), fixed route bus service (Sun Tran), and paratransit service (Sun Van) for persons with disabilities. One private sector management company operates the transit contract, with all operating equipment and vehicles being owned by the City.

Park Tucson – Offers conveniently located on-street parking, parking garages, and parking lots in Downtown Tucson and along the Sun Link Modern streetcar route. Park Tucson also manages residential and non-residential (business/ commuter and student) on-street permit parking programs in neighborhoods around the University of Arizona and the business districts along the Sun Link line.

Real Estate – Manages more than 3,000 property files including more than 5,000 parcels of land and more than 500 lease files. Daily workload includes processing easements, licenses, and leases for City property; performing appraisals, estimates and reviews of properties to be purchased or sold by the City; providing real estate services on many key redevelopment projects; and maximizing the use of City properties while providing for the highest level of quality service to all City departments and to the citizens of Tucson.



For additional information, please see the DTM website:

<https://www.tucsonaz.gov/transportation>



Key Issues and Priorities

In preparation for the recruitment of a new Director of Transportation & Mobility, the City has identified the following issues and priorities that will need to be addressed by the successful candidate.

Social Equity – DTM makes significant annual investments in our community infrastructure. Moving forward, assuring that these investment decisions are made with a focus on social equity and to offset historic disinvestment in underserved areas of Tucson is imperative. The next Director needs to lead with an equity-first approach.

Tucson Delivers – Better Streets Program (Prop.101) – Tucson Delivers is the program to fund better streets and a safer city through a five-year, half-cent sales tax increase overwhelmingly approved by voters in May 2017. The City of Tucson will collect an estimated \$250 million through the sales tax increase, with \$100 million being used to restore, repair, and resurface City streets. Based on the success of this program, Mayor and Council are considering options to extend or expand this program for voter consideration.

Economic Development – DTM is critical to the ongoing and future successes of the city. As such, the new Director must embrace the opportunity to partner with other departments and have an active seat at the leadership table to find collaborative ways to build a strong economic base for the region. A key priority for the new Director is to ensure DTM is a partner in ensuring the economic vitality of the community.

Complete Streets/Vision Zero – Safe mobility for all users is a major concern in Tucson with 88 roadway fatalities in 2020. The City seeks a transportation professional with experience implementing safety strategies to reduce crashes and improve accessibility.

Regional Transportation Authority Plan – DTM is a key participant in the update of the 2045 Regional Mobility and Access Plan for the Tucson region. A primary focus of the effort will be to identify categories and projects that can potentially be part of a proposed continuation of the Regional Transportation Authority Plan and regional funding.



Smart City Innovation – DTM in partnership with the University of Arizona and the Pima Association of Governments is prioritizing “smart city” projects for future implementation. These include connected vehicle deployment corridors, an improved Traffic Management Center, regional traffic data network and infrastructure and transit “mobility on demand and parking management real time tracking and integrated payment systems.

Community / Stakeholder Relations – DTM engages a multitude of community stakeholders, and the Director is one of the City’s most visible leadership positions. The City seeks a new Director who embraces creative and innovative approaches to public engagement, transparency, and data-driven decision making.

The new Director will serve as Department spokesperson – a successful candidate must be able to project confidence and leadership in addressing public concerns.





The Position

The Director of Transportation & Mobility reports to an Assistant City Manager and is responsible for managing, planning, organizing, and coordinating all programs, functions, and activities of the DTM. This position provides leadership on an organization-wide and community basis to ensure that public services are provided in alignment with the City's strategic objectives.

The Director of Transportation & Mobility is responsible for:

- » Bringing resolution to complex and competing interests.
- » Coordinating activities with other government officials, community and business leaders, and the media.
- » Advising the Assistant City Manager, City Manager, and Mayor and Council on the operating and financial condition of the Department.
- » Planning improvements to the operation and maintenance of the transportation system (streets maintenance, transit services, etc.) in an economical, safe, and efficient manner.
- » Financial planning for continuous infrastructure maintenance, replacement, and any necessary expansion.
- » Communicating with employees at all levels to enhance performance, direct hiring, discipline, evaluating, training, and coordinating other human resources actions.



The Ideal Candidate

The ideal candidate is an energetic leader, a strategic thinker, and innovative with a strong desire to conquer new professional challenges in an organization that prides itself in engaging professional leaders in a variety of fields. Strong candidates will be visionaries capable of demonstrating how alternate means of transportation can enhance quality of life and address historic inequities in the Tucson community. Candidates should possess senior management expertise with a successful record of achievement in transportation management, development of operating and capital budgets, and projecting needs for equipment and personnel. The Director will ideally possess large agency leadership and management experience with a network of professional contacts in the transportation industry.

Successful candidates will be excellent communicators who are able to establish relationships of trust with DTM's numerous stakeholders. Internal partners include the Mayor and City Council Members and the City's Executive Leadership Team. External stakeholders include the Regional Transportation Authority, Pima Association of Governments, Pima County, State of Arizona, Federal agencies, neighboring cities, regulatory agencies, and neighborhood groups. Serious candidates will be committed to continuous improvement, teamwork, and seamless customer service. Registration as a Professional Engineer (PE) is a plus, but qualified candidates from a range of professional and technical backgrounds will be considered. The most important criteria for success in this position is effective leadership.

Qualifications

A Bachelor's degree in Civil Engineering, Traffic Engineering, Transportation Planning, Business or Public Administration (or closely related field), and seven years of progressive transportation management experience are required.

Compensation and Benefits

The salary range for the Director of Transportation & Mobility is negotiable. Actual salary will depend on the experience and qualifications of the successful candidate. Please Note: in accordance with City Code, the selected candidate will be required to establish residency within the City of Tucson city limits. Relocation assistance is provided.

The City of Tucson offers an attractive benefit package which includes:

- » Participation in the Tucson Supplemental Retirement System (defined benefit pension plan)
- » Vacation and sick leave program
- » Medical and dental programs
- » Long-term and short-term disability insurance plans
- » Life insurance of \$50,000 with additional coverage available at employee expense
- » Voluntary participation in the City's Section 457 deferred compensation plan (Empower)
- » Vehicle allowance or use of city vehicle plus city related travel expenses
- » Professional development and training opportunities
- » Medical and dependent care flexible spending accounts
- » Employee assistance program
- » Tuition Reimbursement Program

Application And Selection Process

The first review of resumes for this position will begin after **Monday, February 14, 2022**. To be considered for this tremendous opportunity, please submit your cover letter, resume, and six professional references (who will not be contacted in the early stages of the recruitment) to: <https://www.cpshr.us/recruitment/1917>.

For additional information about this position please contact:



KYLIE WILSON
CPS HR Consulting
Email: kwilson@cpshr.us
Website: www.cpshr.us

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which the most qualified candidates will be referred to the city for further consideration. Media checks will be performed on all screened candidates, and a comprehensive reference and background check will be performed on the selected candidate.

The City of Tucson is an equal opportunity employer that is both child and family friendly, as well as a drug and alcohol-free workplace. Diverse candidates are strongly encouraged to apply.