



CITY OF PHOENIX, ARIZONA



City of Phoenix

Street Transportation Director

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 team to include the Arizona Diamondbacks (MLB), Phoenix Suns (NBA), 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 the new economy with strength in high technology, manufacturing, bioscience research and advanced business services. Education continues to be a primary focus as well with high-quality public schools, community colleges and universities.

With its strategic location within hours from multiple leisure destinations, Phoenix offers outstanding weather and a vibrant lifestyle, making it a great place to do business, but 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, 14,500 city employees, including seven employee unions and associations, and a \$3.4 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 the 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:

Financial Excellence – Achieve financial excellence by ensuring the City Manager’s Budget supports the priorities and goals of the City of Phoenix and our community.

Process Improvement and Efficiency – Implement process improvement and efficiency measures throughout the organization including the creation of a new citywide strategic plan.

Community Safety – Enhance Community Safety utilizing a multi-faceted approach that best serves our diverse community.

Homelessness and Affordable Housing – Develop innovative approaches to address homelessness and affordable housing challenges.

Major Events and Economic Development – Host successful major events and pursue other opportunities that highlight the City of Phoenix.

Data Driven – Focus on data-driven, outcome-based services for ongoing and new programs.

Water Resiliency – Develop a comprehensive Water Resiliency strategy.

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

*It is an exciting time to work for the City of Phoenix! For the first time since 2006, a General Obligation (GO) Bond program of \$500 million was approved by Mayor and Council. Voters approved the Special Election in November 2023 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 a new Street Transportation Director. Under the direction of the Deputy City Manager, the Director will be responsible for determining major departmental policies, planning long-term programs, resolving difficult administrative problems, and managing the departmental budget. This position will oversee the performance of the technical and day-to-day administrative activities of their respective Assistant Directors and Deputy Directors since the major emphasis of this role is on overall administration and coordination of the department. The work culture for this department was founded on delivering customer service excellence, as well as continuously striving for efficiency in city operations, along with a commitment to create and promote a more sustainable Phoenix community and to collaborate with organizations and businesses to develop a robust economy.

The Street Transportation Director will be responsible for planning, directing, and coordinating activities related to the street and freeway transportation program; street capital improvement planning; street, water, sewer and storm sewer design and construction management; street maintenance, traffic engineering, traffic signal construction and maintenance, traffic safety coordination; and floodplain management. The Director will also oversee the Vision Zero and Roadway Safety Plan. This position will oversee a total of 780 employees and an annual budget of \$121 Million dollars.



The Street Transportation Department is made up of four divisions and the Office of the City Engineer.

Street Maintenance Division – This division is responsible for managing the city's pavement preservation program, landscape maintenance in city right-of-way, the tree replacement program, maintenance of bridges, dams and levees, street repairs, sweeping, debris removal, resurfacing, drainage, oversight of unimproved right-of-way, alleys, and storm drains, among other things.

Traffic Services Division – This division is responsible for ensuring the safe movement of vehicular/non-vehicular traffic and pedestrians, new and replacement of street signs, installation and repair of traffic signals and streetlights, as well as citywide bikeway coordination, and permits to use right-of-way for construction or special events, along with the oversight of utility coordination and inspections.

Design and Construction Management

Division – This division is responsible for the implementation of some of the department's most critical street infrastructure projects, transportation planning, coordination and plan review for new developments, managing of federal aid requests and grant submittals, coordination of the capital improvement program, infrastructure improvements in the city's right-of-way, city-funded streets, landscaping and sidewalks, along with major construction project management, design, surveying, inspection testing and quality control.

Management Services Division – This division is responsible for the department's budget and accounting, administrative services, information technology environments and GIS information systems. This division includes Administration, Technical Services, Administrative Services and Fiscal Administration sections.

Office of the City Engineer – This division is responsible for overseeing the selection of architects, engineers and contractors to execute the city's five-year, capital improvement program, improvements for city-owned facilities such as parks, fire stations, police stations and libraries, along with Central Records, Citywide Procurement, Labor Compliance, Small Business Enterprise, Environmental and Floodplain/Drainage Programs.



CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate shall have the executive presence, along with situational and public awareness, to build upon the successes of the Department. This strategic-minded individual must be dedicated to embracing the City's leadership guiding principles and leading the department in the same manner with a focus on customer service excellence.

The ideal candidate must have the ability to respond strategically and tactically to the City's challenges or shifting priorities and will not buckle under pressure. The successful candidate must be a bridge-builder who embraces collaborative partnerships, encourages community engagement, and is not afraid to dream big and challenge the status quo for future growth in Phoenix.

Candidates shall also be a strong mentor who values the input and expertise of high-performing staff, supports professional development, and fosters an internal culture of open communication and accountability. This new leader must also focus on developing and maintaining positive and collaborative relationships with community stakeholders and partner agencies to effectively and equitably serve the needs of the Phoenix residents.

A successful candidate will be able to build both a cohesive and inclusive team and maintain strong working relationships across departments and divisions. The new Director must be able to demonstrate a deep knowledge of applicable professional and technical skills necessary for the program areas this position oversees. The ideal candidate must lead by example, and should be visible, accessible and approachable to their team, as well as have the ability to successfully communicate with and motivate a wide range of team members with various backgrounds, experiences and skillsets.

It is imperative that the new Director creates a positive atmosphere for employees in the organization and adheres to the highest ethical and moral standards, display transparency, and commitment to PHXRespect.



The ideal candidate for the next **Street Transportation Director** shall have the following core competencies:

» **Politically Astute / Community**

Collaborator – Successfully engages with the city leadership, elected officials, senior management, external stakeholders, labor partners, and civic leaders; maintains positive, productive community partnerships and collaborations; serves as the City’s liaison with MAG, County, State, Federal transportation, and flood control agencies.

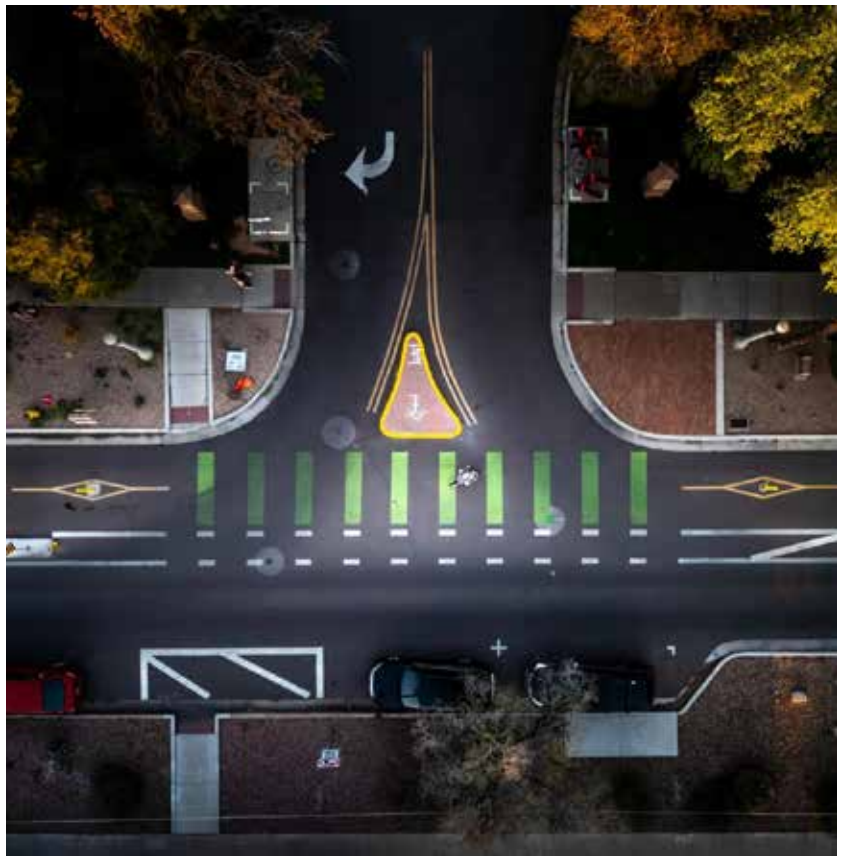
» **Communication Skills** – Listens intentionally to understand the needs, intentions, and values of others; is an outstanding written and verbal communicator with exceptional interpersonal, analytical, negotiation, and presentation skills; handles sensitive situations with tact, diplomacy, and a calm demeanor; effectively communicates

and connects with people at all levels within the organization including field staff, engineers, department heads, City Management team and City Council, as well as the public.

» **Financial Acumen** – Ensures innovative revenue development strategies; continual adherence to generally accepted accounting principles, and related budget and financial matters; effectively manages the allocation of resources; understands and can manage operations within budget constraints.

» **Strategic Thinking & Foresight** – Has the patience and perseverance to foster and implement the mission, vision and direction of the City; seeks “best practices” and trends for continued growth and relevance; develops short and long-range achievable goals and works strategically to achieve them; makes informed and sound decisions; is able to adapt to ongoing challenges and capable of pivoting and re-directing when necessary; provides direction by clearly and effectively setting courses of action; is a talented problem solver.

» **Engaged & Responsive** – Understands the importance of the addressing and resolving concerns from the community, staff, and Mayor & City Council. Recognizes their role in leading the department to keep our streets safe and effectively managed.



QUALIFICATIONS

Candidates shall have a bachelor’s degree in civil engineering with related coursework in traffic engineering, highway design and engineering, or materials management. Five years of experience managing a medium-to-large organization oriented towards public works, engineering, traffic engineering or a similar function, including at least three years’ experience at a policy determination level. Candidates must also be registered as a Professional Engineer in the State of Arizona, or an equivalency through state reciprocity within 12 months of hire.

COMPENSATION AND BENEFITS

Pay Range: \$175,968 - \$228,758; Hiring Range: \$185,000- \$205,000. The salary will be commensurate with the qualifications and experience of the successful candidate. 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 12.5 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 **Thursday, May 29, 2025**. Please submit your materials to: <https://www.cpshr.us/recruitment/2399>.

For additional information about this position please contact:

CPS HR CONSULTING
Your Trusted HR Advisor For 40 Years

KYLIE WILSON

Principal Consultant

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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 for this role will be invited to participate further in two rounds of interviews with the final round being held in-person over a two-day period, which will include a community meet and greet. ***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.***

