Transportation Corridor Agencies™

The Toll Roads®

Chief Innovation & Technology Officer

■ THE AGENCIES

Formed in the 1980s and located in Irvine, California, the Transportation Corridor Agencies (TCA) was created with the very clear mission of enhancing mobility in Orange County and Southern California by developing and operating publicly owned toll facilities as a part of the regional transportation system. TCA is a public agency responsible for planning, financing, constructing, and operating the state's largest toll road network, which was financed with private funds and built with virtually no tax dollars. We work every day to provide a safe, reliable, and timesaving alternative to the region's congested non-tolled facilities.

TCA is a recognized thought-leader in the tolling industry with a strong track record of success in operations, customer service, fiscal management, and creativity. As the transportation industry moves forward, innovative technologies and services will play an ever-increasing role in the Agencies' continued success. The Agencies' ability to identify, evaluate and pilot opportunities that provide enhanced safety, improved demand management and alignment with state environmental and energy initiatives are a high priority and highlighted throughout the Boards of Directors' adopted Strategic Plan.

To learn more about the Transportation Corridor Agencies, go to: https://www.thetollroads.com/

■ THE POSITION

The Chief Innovation Technology Officer (CITO) reports directly to the Chief Executive Officer and is a newly created position that directs and oversees all aspects of TCA's technology environment and innovation initiatives, coordinating with management, directing the activities of TCA's technology staff and working with consultants, private industry and academia to develop workplans to achieve the Boards' directed outcomes.

The CITO is also a significant contributor to the Agencies' Strategic Plan development and execution. The CITO will bring a current knowledge of and future vision for leveraging information and technology with the task of protecting privacy and goals of safeguarding revenues and employing new technologies and innovative strategies to realize cost efficiencies, improve on-road communications and enhance safety and mobility.

■ THE OPPORTUNITIES

The Chief Innovation & Technology Officer will be responsible for leading the development of the technology strategy and roadmap through collaboration with executive and management staff, private industry and academia to ensure integration with TCA's strategic planning process by:

➤ Protecting TCA's technology environment (systems, data and revenues) through rigorous application of cyber-security policies, best practices, adherence to applicable laws and standards and third-party audits/attestations.

➤ Collaborating with executive leadership and business partners to define and execute a strategy for innovation research, evaluation, implementation and operation.

➤ Setting the mission and vision for the Agencies' technology investments to foster a forward-looking transportation industry and customer-oriented culture and mindset.

➤ Serving as a trusted advisor and building/maintaining relationships with other executives and departmental leaders to develop a clear understanding of business needs; ensuring cost-effective and innovative delivery of IT services to meet those needs.

➤ Overseeing the administration of all departmental functions, including information systems development and support, network infrastructure engineering and operations, end-user technical support, records management, research, information security and disaster recovery.

➤ Directing preparation and administration of the departmental budget and inclusion of expenditures in other departments.

➤ Managing the work of contractors and consultants in the study, design, development, implementation and maintenance of the information systems and related projects.

- Representing TCA with outside agencies, organizations and interdepartmental task forces and committees.
- Preparing written and oral reports to TCA management and the Boards of Directors.
- Providing leadership, coaching and direction to the IT staff by developing a workforce with the appropriate mix of business knowledge, technical skills and competencies required to successfully maintain line of business systems and operations, ensure core IT functions are reliable, stable and efficient and deliver strategic goals and objectives.
- Contributing to ensuring that the diversity, equity and inclusion approaches, policies and programs of TCA are carried out.

Undertaking research activities to:

- Develop opportunities to enhance driver safety, increase customer usage and maximize on-road collection efficiencies.
- Take advantage of emerging technologies to achieve economies of scale.
- Leverage advanced in-vehicle communication technologies to reduce operating costs and enhance on-road communication with customers.

■ THE IDEAL CANDIDATE AND KEY COMPETENCIES

Leading Change — Ability to bring about strategic change, both within and outside the Agencies, to meet the Agencies' goals.

- Act as a Champion for Change and Strive for Innovation — Encourages people to question existing methods, practices and assumptions; supports people in their efforts to try new things.
- Set a Strategic Vision — Creates and communicates a compelling vision that motivates others; conveys the purpose and importance of the Agencies' vision and mission; links department, team and individual initiatives to those of the organization.

Results Driven — Ability to meet organizational goals and customer expectations.

- Influence Stakeholders — Effectively communicates the opportunities and needs for innovation to varying audiences, including staff, the Boards of Directors, elected state and federal representatives, public, and funding agencies such as Caltrans and the Federal Highways Administration.
- Act Decisively — Makes timely and informed decisions; commits to a clear course of action; comfortable making necessary decisions based on information at hand; takes appropriate risks to maintain momentum; decision-making and problem-solving skills are respected and sought after.
- Manage Resources — Manages resources to achieve maximum value with minimum cost. Accurately estimates.

Leading People — Ability to lead people toward meeting TCA'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.

- Build Effective Teams — Blends people into teams when needed; creates strong morale and spirit in their team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging.
- Commit to Performance Management as a Daily Practice — Engages with staff by establishing clear goals; commits to development planning; conducts meaningful performance evaluations; provides coaching and feedback; creates an environment for high-performers to thrive and be energized.
- Manage Diversity and Work Well with Diverse Populations — Works well with people of diverse backgrounds both internal and external to the Agencies; sees the value of cultural, ethnic, gender and other identities in people and leverages those identities effectively, considers diversity when hiring; supports equal and fair treatment and opportunity for all.
- Inspire and Motivate Others — Emphasizes the importance of each person's contributions; communicates why the work is important and how it benefits self and others; employs unique motivation strategies to get the best out of each person; empowers direct reports to perform tasks and make decisions; invites input.

Leading Self — Enhancing personal effectiveness.

➤ Act with Empathy or Compassion — Demonstrates an active concern for people and their needs by forming close and supportive relationships with others.

➤ Act with Integrity — Follows through on commitments; lets others know their true intentions.

Personal Attributes and Interpersonal Skills

➤ Highly professional, honest, fair, transparent, trusting and personable with high energy level and integrity that maintains a safe and positive workplace.

➤ Excellent organizational skills with the ability to plan and direct the work of information systems functions.

➤ Proven ability to oversee and manage large-scale projects serving a diverse group of stakeholders across all business units.

➤ An executive who values inclusion and equity and is committed to maintaining a diverse workplace.

➤ Accessible, charismatic and approachable individual who can inspire and motivate others through communication, empowerment and other motivational strategies.

➤ Excellent interpersonal communication, presentation and writing skills.

➤ Results-oriented with a dedication to innovation and strategic vision and acts as a champion for change.

➤ Executive presence and gravitas, with the ability to interact personally with various levels of TCA staff, Boards of Directors and external stakeholders.

➤ Intelligent, persuasive and creative manager who can solve problems, provide realistic solutions and respond with agility to changing business priorities.

QUALIFICATIONS

➤ A Bachelor's degree in engineering, computer science, information systems, business administration or other related field.

➤ Eight years of senior management-level experience administering technology systems.

➤ A track record of developing technology investment plans along with successfully pursuing state and federal grant funding opportunities is preferred.

➤ Experience working with a governing board of a public agency is highly desirable.

➤ Combined knowledge and experience of tolling system design/functions along with connected and autonomous vehicles.

COMPENSATION AND BENEFITS

TCA is prepared to offer a competitive salary in the range of $176,986 to $247,780 (plus car allowance) depending on education and qualifications.

In addition, we offer excellent benefits including:

➤ **Pension Plan** – TCA employees participate in the Orange County Employees Retirement System. The employee's cost per pay period is based upon age at entry. TCA does not contribute to Social Security.

➤ **Compensation** – TCA offers a 457 plan. TCA will match 50% of the employee's voluntary contribution, up to a maximum of 2% of the base salary.

➤ **Medical, Dental and Vision Insurance** – TCA offers medical dental and vision coverage for employees and their dependents. The cost varies, according to the plan selected. The coverage is effective on the first of the month following the employee's start date.

➤ **Life & Accidental Death & Dismemberment (AD&D) Insurance** – TCA provides life insurance and AD&D at no cost to the employee equal to two times the annual salary with a minimum value of $100,000 and a maximum value of $200,000. Supplemental life insurance is available for purchase.

➤ **Short- and Long-Term Disability Insurance** – Short-term disability is paid by TCA. Long-term disability is available at a nominal cost.

➤ **Holidays** – Twelve days per year / eleven fixed holidays; one floating holiday is assigned and available based on the starting date.

➤ **Comprehensive Annual Leave (CAL)** – CAL hours provide paid time off for rest and relaxation, personal or family illness, and personal business based on years of service. Employees can accumulate up to two times their annual accrual rate. Employees can sell CAL hours each quarter if they maintain 168 accrued hours.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The final filing date is Friday, August 26, 2022.

To be considered, please electronically submit your resume, cover letter and a list of six professional references (references will <u>not</u> be contacted in the early stages of the recruitment) to: https://koffassociates.com/cito/

Resumes should reflect years <u>and</u> months of positions held, as well as size of staff and budgets you have managed. For additional information, please contact:

Koff & Associates
A Gallagher Company
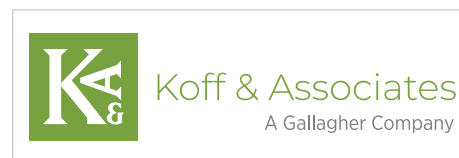
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frojas@koffassociates.com
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Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the executive recruiter. Koff & Associates will report the results to the Agency. The Agency will then select candidates who will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.