

**NORTH COUNTY
TRANSIT DISTRICT**



CHIEF EXECUTIVE OFFICER



Koff & Associates
A Gallagher Company



THE REGION

Anchored by historic Highway 101 and with near perfect weather, this stretch of California coastline has some of the best surfing anywhere in the world and a laid-back, SoCal vibe all its own. Here you'll find plenty of dining options and shopping opportunities including the Cedros Avenue Design District, the Carlsbad Premium Outlets, several upscale malls and unique, local boutiques. North County has everything from five-star fare at Addison to authentic traditional Mexican food, along with craft brew tasting rooms, urban wineries, and seaside watering holes. If you're looking for outdoor adventures in San Diego, the north region has plenty. From hiking and horseback riding in Los Peñasquitos Canyon Preserve and stand-up paddle boarding and kayaking in Carlsbad Lagoon, to biking along the coast, or sport fishing, whale watching or surfing, from La Jolla to Oceanside outdoor enthusiasts are sure to be entertained.

The North County Coastal region is also home to some of San Diego's top attractions, including LEGOLAND California, Sea Life Aquarium and LEGOLAND Water Park, the Flower Fields at Carlsbad, and the Del Mar Fairgrounds, host to the Del Mar Fair from mid-June to early July, followed by the Del Mar Thoroughbred Racing season. There's also the San Diego Botanic Garden for a look at native flora and fauna. At the eastern border of North County, you'll find the San Diego Zoo Safari Park, Las Vegas style Indian Casino Gaming and plenty of great wineries and local breweries. San Diego's North County Coastal and Inland regions are also a paradise for golfers, with over 40 diverse courses to choose from. Graced by cooling breezes from the Pacific Ocean, the Arnold Palmer-designed Park Hyatt Aviara and Tom Fazio-designed Fairmont Grand Del Mar golf courses are uniquely sculpted around the natural landscapes and native vegetation. San Diego's North region puts you just an hour from Disneyland, yet still close to Downtown San Diego where the museums of Balboa Park, the San Diego Zoo, Gaslamp Quarter and SeaWorld San Diego are easy to reach.

North County is home to several excellent K-12 schools as well as colleges and universities which include Cal State University - San Marcos, Palomar Community College, and MiraCosta Community College, with UC San Diego and Cal State University - San Diego just minutes away.

NORTH COUNTY TRANSIT DISTRICT

Since its inception in 1975, the North County Transit District (NCTD) has been helping people get where they need to be. By providing public transportation for North San Diego County, the District has been able to serve more than 10 million passengers every year.

Mission: North County Transit District's mission is to operate an environmentally sustainable and fiscally responsible transit network that provides seamless mobility for all while achieving organizational and operational excellence.

Vision: North County Transit District envisions a comprehensive transit and mobility system that connects all North County San Diego residents and visitors to a healthy, economically vibrant, and thriving region.

NCTD will achieve this by:

- Placing service to our customers first.
- Ensuring the safety and security of our employees and customers.
- Delivering high-quality transit services.
- Developing and maintaining facilities that sustain and promote current and future transportation services.
- Securing adequate revenue, protecting our assets, and getting the maximum return on the public investment.
- Working in partnership with our communities and other stakeholders.
- Encouraging innovation, creativity, and leadership.

NCTD SERVICES INCLUDE:

- **COASTER Commuter Rail** - The COASTER began in 1995 as a means of added connectivity within San Diego County providing train service north and south between Oceanside and downtown San Diego. More than 190 trains operate each week taking passengers along the coastal corridor.
- **SPRINTER Hybrid Rail** -The SPRINTER is a hybrid rail train that runs east and west between Escondido and Oceanside. A total of 455 trains run every week.
- **BREEZE Bus System** - BREEZE buses provide public transportation for a population of more than 849,000 people in North San Diego County. What is now known as the BREEZE began in 1976 when NCTD was established and acquired the municipal bus systems serving Escondido and Oceanside.
- **FLEX On-Demand** - The NCTD FLEX has two different service models: deviated fixed-route and point-deviated fixed-route. FLEX deviated fixed-route service has a set schedule and route but can deviate from the route up to 3/4 of a mile to pick-up or drop-off customers. FLEX point-deviated fixed-route has a set schedule and can deviate to certain points along the route. FLEX 371 is a point-deviated fixed-route between Escondido and Ramona and will deviate to designated areas along the route.

- **LIFT Paratransit** - LIFT vehicles provide origin-to-destination service for people with disabilities who are unable to use BREEZE buses or rail due to their disability and have been certified for eligibility, as required by the Americans with Disabilities Act (ADA). Service is available for trips within ¾ mile of fixed bus routes or SPRINTER rail stations.

THE POSITION

Reporting to the NCTD Board of Directors (Board), the Chief Executive Officer (CEO) plans, organizes, directs, and administers all functions of the NCTD; imparts transportation expertise and develops recommendations for action for the Board and executes decisions of the Board. The CEO is responsible for all aspects of the administration, management, finance/budget and development of NCTD's multimodal regional public transit system including both bus and rail operations. Experience and expertise in the planning, operations, design and construction of transportation projects is highly beneficial, as well as a background in legislative and public affairs, working with local, state and federal appointed and elected officials.

Essential functions include but are not limited to:

- Serve the Board in the development and implementation of strategies and initiatives to foster the continued provision of a safe and efficient public transportation system.
- Build solid relations and consensus among the Board, staff, labor, internal committees, and external stakeholders.
- Develop an understanding of the interests and ramifications of actions which affect customers, local business and industry, community groups, local, state and the federal government.
- Ensure that functions that impact administrative, technology, capital program and transit services are conducted in an efficient, effective, and connected manner. These include transportation planning and operations, land use, and transportation systems improvements.
- Ensure the performance, quality management and continued safety and reliability of the system and its positive perception by the public.
- Promote the needs of NCTD to local, state, and federal governments.
- Ensure the on-going development and implementation of strategic and capital plans that support the advancement of NCTD's mission and goals and oversee the adequacy and soundness of NCTD's financial structure.
- Ensure that effective programming and available funding programs support the needs of NCTD to achieve and implement its Strategic Plan Goals.

THE IDEAL CANDIDATE

The Chief Executive Officer will be a dynamic, articulate, results-oriented leader with excellent communication skills necessary to develop and maintain strong professional relationships. The ideal candidate will possess a strong understanding of financial administration and project delivery, awareness of transportation issues facing the region, and knowledge of California's unique policy and regulatory environment. The successful candidate must be able to manage people and the creative process with inspiration, show capacity to multi-task and manage diversity of

activities, programs and people, while leading with diplomacy, inclusive communication, and a positive motivational leadership style. Effective communication and interpersonal skills necessary to work effectively and persuasively with elected officials, other agencies, the business community, organized labor, senior and disabled communities, public constituencies, and the press are a must.

Key Skills, Attributes and Characteristics

- Excellent business acumen and operational judgement related to the changing needs and goals of the public.
- A solid leader with a positive presence, demonstrates initiative, is action-oriented, exercises good judgment, treats others with respect, and is open and approachable.
- Strategic long-term fiscal planning and cost management; creative financial methodologies; and information management systems.
- Knowledge of economic, political and social factors related to the use of public transportation.
- An active problem solver who anticipates and responds to problems in a timely manner, develops alternative solutions, and is able to bring resolution to issues quickly, involving others as needed.
- A relationship builder who cultivates productive relationships with the Board, Executive Team, elected officials, employees, organized labor, external agencies, and the public.
- An outstanding manager of people who provides guidance and professional support to staff, offers regular feedback to employees and serves as a mentor in providing training and growth opportunities.
- Service-oriented with a track record of providing outstanding service to internal and external customers.
- Models behaviors that will foster a culture based on diversity, equity, inclusion, innovation, collaboration, transparency, and continuous improvement.
- A leader who is collaborative and supportive in working with the Board and ensuring the organization works toward a common goal.
- An excellent communicator willing to listen and able to build trust.
- Able to work in a collaborative manner with the General Counsel, who also reports to the Board of Directors, to support effective and efficient operations of NCTD.





- **457 Retirement Plan** – In addition to the CalPERS retirement plan, NCTD offers a voluntary 457 defined contribution for which NCTD matches employee contributions at the rate of 50%, up to 8% of salary (4% maximum match).
- **Administrative Holidays** – Nine (9) recognized paid holidays per year: New Year’s Day, Martin Luther King Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veterans’ Day, Thanksgiving Day, and Christmas Day.
- **Paid Time Off (PTO)** – 216 hours per year (27 days)

NCTD also offers Life Insurance, Long Term Disability Insurance, Flexible Spending Account Plan, Transportation Passes, among its other benefits.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The final filing date is October 27, 2023.

To be considered, please electronically submit your resume, cover letter and a list of five professional references (references will not be contacted in the early stages of the recruitment) to:

<https://koffassociates.com/nctd-ceo/>

Resumes should reflect years and months of positions held, as well as size of staff and budgets you have managed.

For additional information, please contact:



Frank Rojas
(510) 495-0448

Frank_rojas@ajg.com

Website: <https://koffassociates.com/>

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 District. The District 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.

QUALIFICATIONS

Considerable education, and progressively responsible executive experience in a transportation-related field which may include, but is not limited to:

- Bachelor’s degree from an accredited college or university with major course work in public administration, business administration, planning, engineering, or a related field or discipline.
- Master’s degree preferred.
- A minimum of 15 years of senior management experience, including six years of executive level management, administrative, and supervisory responsibility.
- Experience in the transit industry and/or public sector agencies is highly desirable, but not required.

SALARY AND BENEFITS

The salary range for the CEO is \$266,614 - \$426,674.

An Excellent benefits package for this position includes:

- **Retirement is with CalPERS** – NCTD participates in the CalPERS retirement program with a benefit formula of 1.5% @ 65 for PEPRA new members. Benefits are calculated based on your age at retirement, the number of years of service credit with CalPERS and the average of your monthly compensation over the past 36 months (36 months average highest hourly pay rate). The current employee contribution rate each payroll is 4.75% for new members. Taxes are deferred to retirement.
- **Medical Insurance** - NCTD offers a rich variety of HMO and PPO plans to choose from and contributes towards your monthly medical premiums.
- **Dental Insurance** – NCTD offers two different dental plans for employees and their eligible dependents (HMO and PPO) from a reliable dental insurance provider.
- **Vision Insurance** – NCTD offers vision services for employees and their eligible dependents through a reliable vision insurance provider.

