



RECRUITMENT ANNOUNCEMENT

King County Department of Transportation, Metro Transit Division
Transit Design and Construction Manager



ABOUT KING COUNTY METRO TRANSIT

King County Metro Transit provides a variety of public transportation services to the 1.7 million residents of King County, and to the thousands of commuters and visitors who travel through the region on a daily basis. Metro's mission is to provide the best possible public transportation services while improving regional mobility and the quality of life in King County. In a service area of more than 2,000 square miles, Metro provides more than 113 million passenger trips each year to the citizens of King County through the following services:

- Operation of 222 bus and trolley routes.
- Door-to-door van service for people with disabilities.
- Ride-sharing programs including more than 1,000 vanpools.
- One streetcar line and, beginning in 2009, start up of new light rail service that is expected to carry more than 45,000 riders per day by 2020.

Metro has pioneered or refined dozens of ideas that have since been adopted by transit agencies nationwide and as a result is recognized as an industry leader in transportation.

NATURE AND SCOPE OF POSITION

The Transit Design and Construction Manager is a member of Metro's senior management team and is responsible for the design and construction of all transit facilities. Located in Seattle, Washington, this position oversees approximately 85 staff, materials and equipment procurement, contract management and coordination of assigned activities with other departments within Metro as well as outside vendors. These projects range in level of complexity from individual bus shelters to bus maintenance facilities. The incumbent of this position is represented by Teamsters local 117.

STRATEGIC DIRECTION

- Participate as an integral part of Metro's senior management team. Direct engineering and technical staff involved in the, design, construction and contract administration for capital projects.
- Direct the technical quality assurance review of drawings, specifications and contract documents. Establish and ensure work performance according to design standards.
- Negotiate, approve and manage consultant contracts including amendments to provide professional services, construction contracts and change orders in support of design and construction activities and project needs.
- Work with other sections within Metro in the development and implementation of Metro's capital projects.
- Direct the development of project scopes of work, budgets and schedules and monitor project progress. Develop and monitor the Design and Construction Section budget.
- Supervise the work of engineering, construction, environmental planning, property acquisition, permits, project control and project management services staff; hire, train, coach, evaluate, discipline and terminate staff as needed; allocate resources, mentor direct reports and assist with problem solving.

DESIRABLE QUALIFICATIONS AND CANDIDATE PROFILE

Successful candidates will have a bachelor's degree in engineering, construction management or related field and at least five years of management experience in design and construction. Transit design and construction management experience is preferred. Washington licensure as a professional engineer is a plus.

CORE COMPETENCIES

- Proven track record in planning for and using resources effectively, always looking for ways to improve performance. Ability to create accurate and realistic budgets, track and adjust budgets and contribute to budget planning.
- Possesses a sense of urgency, prioritizes well, shows energy, responds to opportunities, instills urgency in others, and meets deadlines.
- Focuses on results by targeting and setting challenging goals, prioritizing tasks, overcoming obstacles, and setting team standards and responsibilities.

LEADERSHIP

- Leads through change and adversity, makes the tough call when needed, builds consensus when appropriate, motivates and encourages others.
- Provides leadership and a supportive environment to a professional staff, empowering a represented work force that promotes teamwork.
- Implements performance based contracting, measures individual, team and contractor performance, holds staff and managers accountable for goal attainment, and finds creative ways to reward staff and contractors for exceeding expectations.
- Directs, organizes, mentors and coaches the Transit Design and Construction Section staff to obtain and manage resources, and fosters a productive work environment and effective performance management.
- Establishes a workplace culture that attracts and retains quality employees, provides feedback, rewards hard work and risk taking, challenges and develops employees, and provides visibility and opportunity for staff.

- Demonstrated commitment to customer service and the ability to deal with others in a straightforward and honest manner while being accountable for actions, maintaining confidentiality, and supporting section values.

COMMUNICATION SKILLS

- Proven experience in conflict resolution and collaborative problem solving.
- Oral and written communication effectiveness, as well as public speaking skills.
- Good listening skills. Builds strong relationships, is flexible, negotiates effectively and solicits performance feedback.
- Ability to interact successfully with widely diverse individuals and groups.

COMPENSATION

The annual salary range is \$87,933 to \$111,461 depending on qualifications. King County provides a comprehensive package of benefits, including fully-paid medical, dental and vision benefits for the employee and his or her dependents, participation in the state retirement plan, generous vacation, sick, holiday and executive leave plans, and a fully-paid transit pass, good throughout the Puget Sound region.





ABOUT KING COUNTY

King County is a medley of picturesque views of lush green hills surrounded by snow capped mountains and sparkling blue waters. Cupped between the jagged Olympic Mountains to the west and the volcanic peaks of the Cascade Range to the east, King County is home to the city of Seattle, several suburban cities, small towns, and rural communities, as well as forests and farmlands. King County's moderate climate combined with a contrasting geography of water and mountains encourage a wealth of year round outdoor activities such as sailing, kayaking, fishing, skiing and hiking. Seattle is known for its art and culture with more quality theatres than any city in the country next to New York City. With excellent schooling, affordable health care and a low incidence of crime, King County offers a life that balances favorable working and living conditions.

APPLICATION PROCESS

Persons interested in this position should submit the following information.

1. A letter of interest specifically addressing the qualifications mentioned in this announcement.
2. A current resume.
3. Salary history

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. All application materials are due by close of business on September 20, 2008 to marissa@karrasconsulting.net or by fax to 360-956-1348.

The King County Executive Branch is committed to promoting equal employment opportunity, affirmative action, and diversity in the workplace.