

# Austin Transportation

## Assistant Director, City Traffic Engineering



CITY OF AUSTIN, TEXAS





## UNIQUE OPPORTUNITY

The City of Austin Transportation Department is seeking a transformational, progressive, and empowering individual to serve as an Assistant Director over City Traffic Engineering. The City seeks a professional who will bring to the table a track record of innovative, high-level leadership, and excellent employee engagement to be a servant leader of this diverse and high-functioning Department.

## AUSTIN, TEXAS

This vibrant and dynamic city tops numerous lists for business, entertainment, and quality of life. One of the country's most popular, high-profile "green" and culturally dynamic cities, Austin was selected as the "Best City for the Next Decade" (Kiplinger, 2010), the "Top Creative Center" in the US (Entrepreneur.com, 2010), #1 on the Best Place to Live in the U.S. and #4 on the Best Places to Retire (U.S. News & World Report, 2019) , and ranked in the top ten on Forbes list of America's Best Employers for 2017.

Austin is a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated; where community needs and values are recognized; where leadership comes from its community members, and where the necessities of life are affordable and accessible to all.

Austin is a player on the international scene with such events as SXSW, Austin City Limits, Urban Music Fest, Austin Film Festival, Formula 1 and home to companies such as Apple, Samsung, Dell, and Ascension Seton Health. From the home of state government and the University of Texas, to the Live Music Capital of the World and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health, and sustainability.

The City offers a wide range of events, from music concerts, food festivals, and sports competitions to museum displays, exhibits, and family fun. Austin is also home to a wonderful ballet, world-class museums, one-of-a-kind shopping, and beautiful outdoor spaces. You can just as easily spend your morning paddling the lake as you can strolling through a celebrated history museum.

Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the City's many trails or swimming at Barton Springs or one of the area's many other swimming holes. There are several excellent golf courses in the area as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.



## AUSTIN CITY GOVERNMENT

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. The Austin City Council City has a 10-1 council system with an at-large Mayor and Council Members that represent 10 single-member districts. The Mayor and Council Members serve in their respective seats for four years and cannot be elected to more than two consecutive terms. The City Council appoints the City Manager who is the chief administrative and executive officer of the City. The City Council and City Manager are committed to their mission of delivering the highest quality services in the most cost-effective manner.

To learn more about the dynamic City of Austin, visit [austintexas.gov](http://austintexas.gov).

## STRATEGIC OUTCOMES AND INDICATORS

The City Council adopted six Strategic Outcomes and Indicators in 2018 as part of its Strategic Direction 2023 to guide the City in improving quality of life and civic participation in the Austin Community over the next three to five years. The City Traffic Engineering Assistant Director reports to the Director of Transportation who reports to an Assistant City Manager, who oversees the Mobility Strategic Outcome. The Assistant Director will be responsible for supporting department programs and initiatives as it relates to all six of the Strategic Outcomes. For more information, visit [Austin Strategic Direction 2023](#).

### **Mobility Strategic Outcome:**

Getting us where we want to go, when we want to get there, safely and cost-effectively

### **Indicators:**

- System efficiency and congestion
- Transportation cost
- Accessibility to and equity of multi-modal transportation choices
- Safety
- Condition of transportation-related infrastructure

## THE AUSTIN TRANSPORTATION DEPARTMENT

The Austin Transportation Department is responsible for a variety of transportation, mobility, and safety functions throughout the community.





## THE AUSTIN TRANSPORTATION DEPARTMENT (continued.)

The department's programs and services include transportation engineering; traffic and pedestrian signals; roadway signage and markings; regulation of ground transportation services, on-street parking, parking meters, City-owned parking lots and garages; transportation systems planning, the active transportation network for walking, biking and small mobility services; piloting innovative technologies; permitting and management of special events; permitting and review of construction or maintenance in the City's right of way; transportation safety education; the City's Complete Streets Policy, and more. The department maintains more than 2,500 roadway miles, more than 1,000 traffic signals, nearly 270 miles of bike facilities, and mobility for 70 special events annually, in addition to reviewing traffic control plans and processing nearly 15,000 permit applications per year.

Safety and mobility are integral to the Austin Transportation Department. This sentiment is reflected in the department's mission to provide the safest and most efficient, cost-effective, accessible, equitable, and sustainable mobility system for everyone.

The total operating budget for the department is \$77.5 million, with 325 full-time equivalent positions.





## THE POSITION

The City Traffic Engineering Assistant Director oversees transportation engineering, planning, and implementation with an understanding of cutting-edge technologies to address mobility, safety, and environmental challenges in Austin. The Assistant Director works closely with regional and state transportation partners to achieve regional mobility policies and goals and serves as the primary contact with the Capital Metropolitan Transportation Authority as lead for the department transit coordination group.

The Assistant Director oversees 46 employees, with a budget of \$5.7 million, across the following department divisions: Traffic Engineering, Active Transportation and Street Design, and Project Implementation.

The Assistant Director will bring an understanding of cutting edge technologies to address mobility, safety and environmental challenges for residences by promoting new urban planning that encourage alternative modes of transportation, and that use technology and data to increase the efficiency of our existing limited system capacity. Austin has enjoyed a robust and diverse economy for the past 12 years, with economic indicators regularly exceeding national averages. As a result, Austin is one of the fastest-growing cities in the country with a 2.9% increase in population annually.

The ideal candidate will bring innovative ideas that use technologies to improve current and future planning initiatives across all modes. The Assistant Director will continue to advance Austin as a place where the community has safe, sustainable, accessible, and equitable transportation choices that support a more livable, affordable, and vibrant quality of life.

## QUALIFICATIONS

The following are minimum qualifications required for the City Traffic Engineering Assistant Director:

- Bachelor's degree in Engineering.
- Five (5) years supervisory/management experience in traffic engineering, civil engineering, transportation engineering, or a related field.

### Licenses or Certifications:

- Registration as a Professional Engineer in the State of Texas or the ability to become so within six (6) months of hire.

*The City of Austin is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.*





## PREFERRED QUALIFICATIONS

- Demonstrate an understanding of urban transportation planning, Vision Zero, Complete Streets concepts, and knowledge of the National Association of City Transportation Officials (NACTO) design guides to create safer, more inviting streets that encourage walking, biking transit and public space.
- Understanding of Smart Cities concepts that promote livability, workability, and sustainability, the development of public and private partnerships to build cities of the future; the coordination and support of the public engagement process, and the use of data collection to develop smart –city solutions via innovative technology projects.
- Executive or senior manager and visionary with a proven record of accomplishments within a highly progressive transportation organization that can provide key management assistance to the Director and the City Management team.
- Demonstrated ability to provide strategic leadership, to “see the big picture,” to develop and design relevant services for citizens by using data analytics to better understand the needs of the community to serve and improve living standards for all.
- Experience in parking design, new infrastructure, complete streets design, safety analysis, and design, multimodal/transit design (active, pedestrian, etc.) and construction planning, traffic decision engineering and management, creative placemaking, vision zero and safe routes to schools, special events management, financing and implementation of programs.
- Experience in budgeting and fiscal planning, forecasting and reporting, statistical analysis, and in leveraging and overseeing multi-modal transportation funds from public or private organizations.
- Experience and expertise in leading organizational change, developing and mentoring staff, fostering creative problem-solving and accountability and in evaluating departmental structure, staffing, and operations, with a desire to maintain and enhance a highly-responsive, creative, high-morale workforce.
- Experience in developing mobility-related measures of effectiveness and experience in tracking performance for a mobility portfolio.
- Possess strong presentation skills with the ability to work in a politically sensitive environment and convey complex and technical information to elected officials, stakeholder groups, boards and commissions, and City staff.
- Present a collaborative personality, with strong negotiation skills, high approachability, and a passion for working with the community, boards, commissions, and public/private organizations.
- Ability to serve as department representative on regional issues.

## COMPENSATION AND BENEFITS

Salary is commensurate based on qualifications. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan. Visit [austintexas.gov/department/active-employee-benefits](http://austintexas.gov/department/active-employee-benefits) to learn more about the City's employee benefits. Reasonable relocation benefits will be provided to the successful candidate.



## APPLICATION AND SELECTION PROCEDURE

To ensure consideration, candidates should apply by January 5, 2020. To apply, candidates must submit an application, a comprehensive resume, and cover letter online via the City of Austin jobs website at <http://www.austincityjobs.org/postings/80241>. Interested candidates should apply early in the process for optimum consideration.

For more information on this position, candidates may contact:

Doron Silberstein—Human Resources Consultant

Doron.Silberstein@austintexas.gov

512-974-3248

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.

