Your opportunity to design the mobility of tomorrow
A Great Opportunity to Join a Dynamic Transportation Team

The award-winning City of Charlotte’s Department of Transportation (CDOT) is recruiting nationally for a Deputy Transportation Director with a concentrated expertise in transportation planning and design, development services and a passion for integrating land use and transportation choices. The Deputy Director reports to the Transportation Director and will align work with CDOT’s senior leadership team. The Deputy Transportation Director will work with a progressive leadership team to oversee a talented staff of approximately 424 employees that includes six divisions with an operating budget of $67 million. CDOT develops and maintains a dynamic multi-modal transportation system across 308 square miles that includes more than 5,300 lane miles of streets, 760 traffic signals, 2,250 miles of sidewalks, 190 miles of bicycle facilities, and 145,000 traffic signs.

Why Charlotte? Moderate cost of living and high quality of life in a progressive sunbelt city. With a population of more than 2.3 million, the Charlotte metropolitan area offers all the advantages and amenities of a major urban area with a small-town feel. Charlotte’s population of approximately 850,000 is growing rapidly every day, making it the largest city in the state and the 17th most populated city in the United States. Charlotte’s FY 2019 budget is $2.6 billion and it employs approximately 8,000 employees.

Charlotte enjoys a vibrant, balanced economy that encompasses many sectors and companies that range in size from multinational to microbusiness. A variety of businesses help make Charlotte’s economy one of the strongest in the nation. Charlotte is a dynamic southern city and home to some of the world’s largest corporations.

Charlotte is firmly established as one of the country’s most respected regional health care centers. Charlotte also offers a nationally acclaimed level of higher education. Charlotte-Mecklenburg Schools (CMS), the public-school system serving Mecklenburg County, continually ranks as one of the best urban systems in the country.

The city’s thriving arts community enhances a rich and stimulating quality of life. If sports are your pleasure, Charlotte has it all: NFL, NBA, NASCAR, PGA, MLL, USL, AAA baseball, and an NHL/AHL affiliate, not to mention collegiate sports and so much more.
The Position

The Deputy Director of Transportation works under the direction of the Transportation Director. The position builds and maintains strategic partnerships with key stakeholders to effectively carry out CDOT’s transportation planning, design and development goals. This dynamic team requires a progressive thinker who can collaborate with private and public stakeholders to integrate land use and transportation choices for all residents.

The successful candidate will have a broad and well-developed background in the core areas of transportation administration, be data-driven and effective at creating and implementing programs and strategic initiatives.

Specifically, the Deputy Director of Transportation will provide senior leadership in the following key areas:

- Demonstrate leadership by advocating for innovation and strategic change, and promote the development of a diverse and engaged workforce
- Provide leadership and direction to staff in three major transportation divisions: Planning & Design; Development Services; and Public Services and Communications
- Initiate necessary transportation studies and investigations, which includes analyses and interpretation of transportation data
- Recommends operational and program improvements
- Collaborate with other agencies in the development of innovative methods to help improve transportation conditions for all users, address air quality issues, integrate transit programs and promote traffic safety educational programs
- Communicate resolutions to sensitive inquiries and complaints from both external and internal sources regarding transportation choices, land use and traffic congestion
- Work closely with a diverse range of individuals to understand and integrate potentially competing transportation interests to reach a mutually beneficial outcome
- Successfully lead highly visible projects
- Exercise discretion when dealing with sensitive, complex, and confidential issues and situations
- Identify and provide recommendations to City leadership based on best practices

The Ideal Candidate

- Are you a dynamic transportation professional with excellent team-building skills and experience managing people, projects, and programs in addition to the individual technical skills required for this Deputy Director of Transportation position?
- Do you possess the qualities of an intuitive thinker and proactive problem solver?
- Will you bring the ability to see the broader picture and effectively communicate ideas as well as professionally challenge others’ ideas for the benefit of the City?
- Can you demonstrate an accomplished and resilient background with a highly collaborative management style, strong emotional intelligence, and strong people skills?
- Are you an individual who inspires a high level of trust, demonstrates impeccable ethics and a driver of organizational excellence?
Qualifying Education and Experience

**Education:** This position requires a Bachelor’s degree in engineering, urban planning, business, public administration, or a related field. An advanced degree is highly desirable. P.E. or AICP Certification preferred.

**Experience:** This position requires a minimum of seven years supervisory/managerial experience in transportation engineering or transportation planning.

Compensation and Benefits

The successful candidate will receive a competitive salary with an excellent benefit package.

To Be Considered

This is an open process and will be handled accordingly. References will not be contacted until mutual interest has been established. The first review of resumes will take place on **Friday, May 31, 2019**. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process.

Interested candidates may apply by submitting a cover letter, comprehensive resume and three professional references via email to aensley@charlottenc.gov.

The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position. Ideally, the Deputy Director of Transportation will join the City of Charlotte in July 2019.

Final candidates will be required to sign a release form to authorize preliminary reference calls and verifications. Employment history, degrees, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Mr. Antoine M. Ensley at (704) 336-6508. Confidential inquiries are welcome.

*The City of Charlotte is an Equal Opportunity Employer*