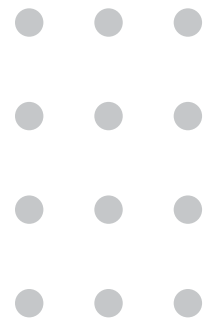


SOLANO TRANSPORTATION AUTHORITY
SUISUN CITY, CALIFORNIA

Executive Director



About Solano Transportation Authority



The Solano Transportation Authority (STA) is a Joint Powers Authority (JPA) that serves as the countywide transportation planning, funding, and programming agency for Solano County, helping shape a safe, connected, and sustainable transportation system for one of Northern California's fastest-growing regions. Through regional leadership, strategic investment, and strong partnerships, STA works to improve mobility, support economic vitality, enhance quality of life, and preserve the county's unique communities and natural resources.

STA serves as the federally designated Congestion Management Agency (CMA), the Transportation Development Act (TDA) administrator, and the Transportation Fund Authority for Solano County. In these roles, the Authority is responsible for developing and implementing long-range transportation plans, programming local, state, and federal transportation funding, coordinating regional transportation priorities, and advocating for Solano County at the state and federal levels.

The Authority works collaboratively with its member agencies—including the cities of Benicia, Dixon, Fairfield, Rio Vista, Suisun City, Vacaville, and Vallejo, the County of Solano, regional transit operators, and numerous local, regional, state, and federal partners—to deliver transportation solutions that benefit residents, businesses, and visitors throughout the county.

STA oversees the implementation of a diverse portfolio of transportation initiatives, including highway improvements, local roadway projects, active transportation facilities, transit enhancements, commuter and transportation demand management programs, Safe Routes to School initiatives, congestion management, freight mobility, and emerging mobility strategies. The Authority also leads regional planning efforts that integrate transportation, land use, environmental stewardship, housing, and economic development to position Solano County for long-term success.

Governed by a Board of Directors composed of elected officials representing each member jurisdiction and regional transit interests, STA operates in a highly collaborative environment where consensus-building, strategic leadership, fiscal stewardship, and effective partnership development are essential. The Executive Director has the opportunity to guide a respected regional organization that plays a critical role in securing funding, advancing transformational transportation investments, and improving mobility for the more than 450,000 residents who call Solano County home.

To learn more go to: www.sta.ca.gov



Solano County



Solano County is a vibrant and diverse community located in the heart of Northern California. With its unique blend of rural charm and suburban convenience, Solano County offers residents the best of both worlds—peaceful living with easy access to the dynamic urban centers of San Francisco and Sacramento.

Nestled between rolling hills, scenic waterfronts, and fertile farmland, Solano County is rich in natural beauty and outdoor opportunities. Thanks to a mild year-round climate and proximity to lakes, rivers, and mountains, residents can enjoy a wide range of recreational activities, from fishing and boating to hiking and biking.



Solano County continues to grow as a destination for individuals, families, and businesses alike. The County's thoughtful approach to land use preserves approximately 80 percent of its land for open space and agriculture, maintaining the area's character while encouraging responsible development. A thriving agricultural sector is complemented by a strong presence in biotechnology and other innovative industries, contributing to a balanced and resilient economy.

With affordable housing, a strategic location, and a strong sense of community, Solano County is truly a place to live, learn, work, and play.

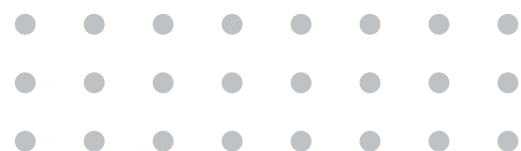
The Position

The **Executive Director** is appointed by and serves under the general policy direction of the Authority's Board to plan, organize, and direct the Solano Transportation Authority (STA)'s work program for transportation projects; to provide guidance, monitor and coordinate the activities of the project partners, sponsors, and contractors to assure projects are completed on schedule; establishes cooperative relationships with citizens, civic groups and other agencies on transportation matters by facilitating consensus building and decision making.

The incumbent is responsible for providing overall administrative guidance and program development direction and coordination to the project sponsors, their agents and the Authority's agents. The Executive Director has overall responsibility for all functions and activities of the Authority, including supervision of staff, management of personnel and budgets, the development of projects, planning and programs, and the formulation of operational procedures ensuring Authority efficiency.

KEY RESPONSIBILITIES INCLUDE:

- » Plans, organizes, directs and coordinates the Solano Transportation Authority's (STA) programs and projects which involve providing wide variety of administrative, strategic planning, project development, and environmental studies;
- » Solicits proposals, interviews and recommends selections of consultants necessary to accomplish STA's objectives, including the project management aspects;
- » Collaborates with STA Board, staff, consultants and partner agencies to advance the STA projects, plans, and programs which address the broad mix of transportation needs and modes, including highways, roads, rail, ferries, buses, bicycles and pedestrians;
- » Works with funding agencies to ensure that the STA and its local agencies receive substantial regional, state and federal funding and grants;
- » Creates a strong working relationship with the Board and staff, focuses on partnerships, mutual trust, respect and open communication;
- » Responsible for STA's activities such as planning, designing, scheduling, and financing transportation projects; managing and accounting for STA's funds;
- » Analyzes transportation related policies and proposed legislation and makes recommendations to the STA Board for action;
- » Confers with officials of Federal and State agencies, cities, and private industries regarding transportation matters of mutual interest and establishes cooperative agreements and contracts necessary for program implementation; makes special studies of transportation facilities in cooperation with the cities and other agencies;
- » Implements STA's programs and policies through strong leadership, communication, and through effective and efficient administrative and financial budget management, including the establishment and administration of the budget and grants;
- » Reviews the organizational structure issues and maintains operational methods to maximize efficiency and effectiveness by evaluating and allocating personnel and other resources necessary to reach Authority objectives while ensuring organizational compliance under Federal and State laws, rules and regulations;
- » Responsible for personnel actions including the selection, promotion, evaluation, discipline, and dismissal of staff.



Ideal Candidate

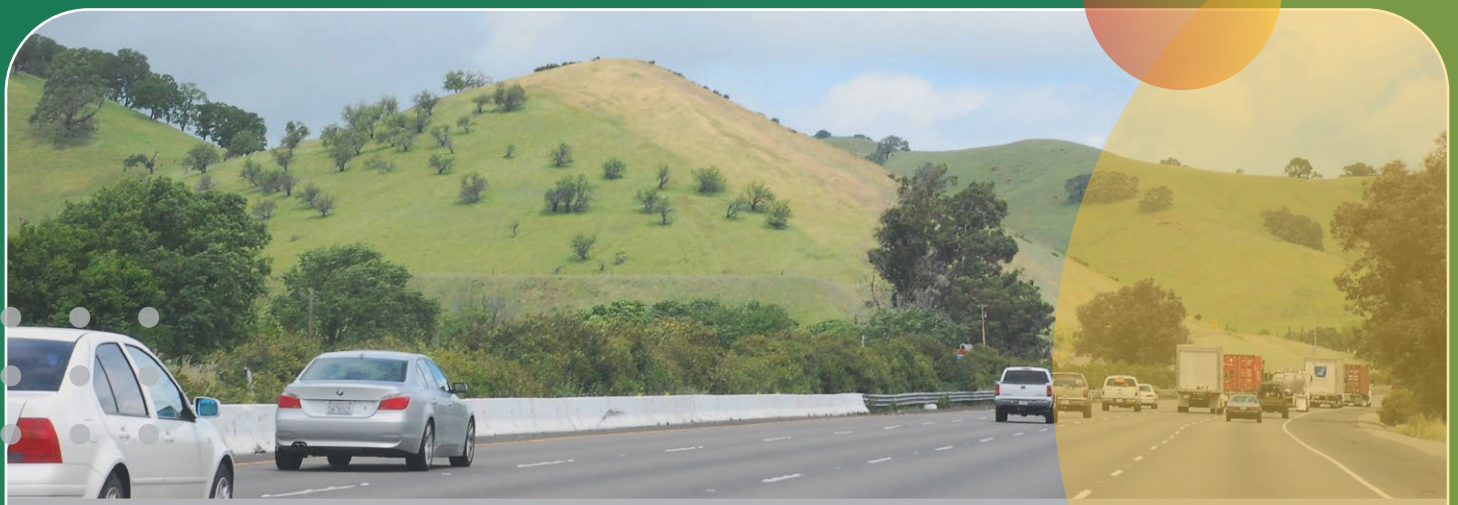
STA seeks an experienced and visionary Executive Director who can navigate and work within a highly political environment with integrity and impartiality, ensuring all voices within the Authority are heard. The ideal candidate will have a robust background in transportation planning, programming, project delivery, project controls, and a strong financial stewardship with a thorough understanding of California's regulatory landscape.

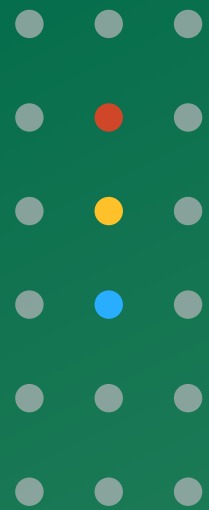
The responsibilities of the Executive Director require an innovative mindset with the frequent use of tact, discretion, and independent judgment as well as knowledge of departmental and Authority activities.

The position requires a high level of initiative, judgment, and discretion with strong regional collaboration, as well as the ability to make independent decisions and negotiate and/or mediate between the different partner agencies while juggling multiple priorities in regard to various interests and concerns of each of the STA jurisdictions.

KEY ATTRIBUTES AND EXPERTISE:

- » **Transportation Expertise:** In-depth knowledge of transportation and mobility management, including intersections with air quality, environmental sustainability, housing, and economic development.
- » **Innovative Leadership:** Strategic thinker who is able to challenge assumptions and seize opportunities for innovation within the sector, encouraging forward-thinking and creative problem-solving.
- » **People-Centered Management:** Demonstrates a commitment to staff development, acting as a mentor and fostering a positive, inclusive culture that values and elevates current team members.
- » **Principled and Ethical:** Highly principled, ethical, and trustworthy, setting a strong example through words and actions, and committed to making a meaningful difference in the community.
- » **Catalyst for Change:** Embraces an entrepreneurial spirit, supporting new ideas and adapting to change while fostering an environment where staff are empowered to excel.
- » **Fiscal Responsibility:** Skilled in managing large budgets and diverse funding sources, experience in overseeing grants, budgets, and state and federal funds with the ability to build an accountable and transparent culture.
- » **Stakeholder Engagement:** Strong ability to build collaborative partnerships with agencies, stakeholders, and community organizations to achieve shared goals.
- » **Commitment to Equity:** Promotes accessible, inclusive project outcomes that benefit the diverse communities of Solano County.
- » **Sustainability-Focused:** Advocates for sustainable practices, balancing development with environmental resilience.





PERSONAL QUALITIES:

- » **Strategic Visionary:** Demonstrates long-term, strategic thinking, prioritizing essential projects and effectively guiding them to completion.
- » **Inspirational Leader:** Motivates and inspires both the team and Commission, fostering growth and productivity while championing STA's mission.
- » **Resilient and Adaptable:** Maintains steady leadership during crises and is quick to adapt, recognizing potential challenges and taking proactive steps.
- » **Effective Communicator:** Written and oral skills with the ability to articulate and explain complex concepts clearly, to diverse audiences.
- » **Humble and Accountable:** Admits mistakes when necessary, takes responsibility for outcomes, and learns from experiences to continuously improve.

Education and Experience

An individual must possess a combination of experience, education, and/or training that relates to the knowledge, skills, and abilities required to perform the work. A desirable combination of education and experience can be met as follows:

Education: A Bachelor's Degree from an accredited four-year college or university in public administration, business, engineering, planning, or a closely related field is required. Coursework related to transportation planning, urban planning, transportation engineering, public policy, and/or environmental studies is also desirable. A Master's Degree in one of the major course works listed above is preferred.

Experience: A background and knowledge of transportation planning, programming and/or project management is required. Ten years as a progressively responsible professional, with a minimum of four years at the director level experience in transportation, planning, program administration, project operations with a private or public agency is desired.



Compensation and Benefits

The annual salary range is **\$257,844 - \$313,380** which is supplemented by a comprehensive benefits program including:

- » Retirement: CalPERS enrollment and access to a Deferred Compensation plan.
- » Health Insurance and other Benefits
- » Time-Off: Vacation, Sick Leave and paid Holidays

Application Process

This position is open until filled. To be considered for this exceptional career opportunity, submit your application that includes résumé, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues who will not be contacted in the early phases of the process) by the first résumé review date of **Monday, August 24, 2026**. Résumé should reflect years and months of employment, beginning/ending dates, as well as the size of budgets and organizations you have served.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2647>

For further information contact:

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Your Trusted HR Advisor For 40 Years

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Selection Process

Résumé and letters of interest will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with STA. An appointment to the position will be made following comprehensive reference and background checks to be coordinated with the successful candidate.

