POSITION: Superintendent, Transportation Operations  
Bus Division (PS101419)  
(Position is located in San Rafael, CA)

SALARY RANGE: $117,728.00 - $142,292.80  
40 hour work week  
(Employee pays up to 7% of salary/wage toward CalPERS retirement plan)

OPENINGS: 1 and to Create an Eligibility List

OPEN TO: All Qualified Candidates

CLOSING DATE: Open Until Filled  
First Review Date of Applications: Friday, October 4, 2019

POSITION SUMMARY:  
The Superintendent of Transportation Operations oversees day-to-day transit functions, which involve the dispatching of bus operators, vehicles and other bus operations and maintenance staff as required for delivering on-street service for Golden Gate Transit. This includes directing the Radio Communications and Dispatch offices. This position will oversee the movement of revenue and non-revenue vehicles; enforce work rules, policies and procedures for the Operations Department; conduct disciplinary hearings relative to rules infractions, and; develop informational memorandums and operating bulletins to personnel regarding rules, regulations, procedures, and special operating requirements. This position ensures that there are sufficient bus operators and vehicles to deliver bus service as scheduled. By operating as a team leader, the person provides direction to dispatchers on service improvements and the elimination of accident hazards, adjustments to schedules for improved service, and investigation and resolution of public-facing issues in a timely manner, as well as supports established customer service programs to help deliver a high standard of service. Oversees scheduling of dispatchers and day-to-day staffing requirements with applicable collective bargaining agreement requirements in mind.

MINIMUM QUALIFICATIONS:
Education and /or Experience: Bachelor’s degree in Public Administration, Business Administration, Transportation or a related field or related experience. Additional recent position-related experience may be substituted on a year-for-year basis in lieu of education. Applicants who do not possess a degree should attach a statement supporting additional recent position related experience.

- Five years of full-time position (transit-related) experience in transit operations, dispatch and street operations; labor relations and contract interpretation or any combination of the above
- Minimum of 5 years of supervisory experience is preferred.
- Must have intermediate and proficient computer skills, including, but not limited to, Word, Excel, and PowerPoint.
MINIMUM QUALIFICATIONS (Continued):

Required License: Must possess and maintain a current, valid California Commercial Class B driver's license with air brakes and passenger endorsements. If not currently a commercial license holder, successful applicant must obtain at a minimum a California Commercial Class B driver's license with air brakes and passenger endorsements within the 6 month probationary period Must have a satisfactory driving record as defined by: No DUIs and reckless driving infractions within the last 7 years; No more than 2 moving violations within the last 3 years; and Operates District vehicles on a regular basis.

Physical Requirement: 24-hour on-call position which requires ability to work beyond standard office hours to attend evening and weekend meetings, meet with employees working swing and graveyard shifts and respond to emergencies.

Designated District Emergency Services Worker. Will be required to work as an Operations member of the District’s Emergency Operations Center (EOC) or in the field as necessary during natural or man-made disasters.

ESSENTIAL RESPONSIBILITIES:

- Manage and schedule dispatch staff in the Bus Operations Department of the Bus Division
- Motivate and build a team atmosphere and work environment and actively develop and mentor team members
- Ensure that all staff are properly trained and knowledgeable on job duties and expectations to protect operational stability
- Research and establish best practices regarding computer aided dispatching and staffing requirements
- Establish key performance indicators (KPI’s) for staff for the purpose of service delivery and work performance and accountability
- Conduct disciplinary hearings related to Bus Operator infractions, attendance issues, collective bargaining agreement violations, as well as first level accident hearings and related duties when required
- Represent the District in arbitration hearings or in other labor/union related business as required
- Lead technology projects and activities for the Dispatching unit
- Serve as lead trainer on technology and equipment utilized by dispatchers and staff supporting dispatching activities
- Monitor transit system route schedules for operating inefficiencies and assist with developing solutions for service improvements
- Perform weekly reviews of route performance, as well as assign staff and/or work collaboratively with appropriate personnel to investigate negative trends
- Produce timely and accurate data and reports as required related to dispatching, system performance, manpower or other business issues
- Ensure that transit system data or information are entered into the appropriate databases and reports in a timely and accurate manner
- Review facility checks of outer division locations and work with appropriate individuals to address any issues, including needed facility improvements, work tools, supplies, and equipment
- Ensure that employees under his or her supervision follow established safe work practices and obey all safety rules
- Know and follow the safety and health rules and safe working practices applicable to his or her job
ESSENTIAL RESPONSIBILITIES (Continued):
- Provide guidance and direction on safety practices and policies, as well as emergency procedures to bus operators and other operations staff as necessary
- Establish and maintain effective working relationships with District employees, customers, vendors and all others contacted during the course of work using principles of excellent customer service
- Communicate clearly, effectively and with respect towards others orally and in writing.
- Perform additional, related duties as assigned.
- Regular and reliable attendance and performance are required.

REQUIRED KNOWLEDGE, SKILLS and ABILITIES:
Knowledge of: Operating policies, rules and regulations, transit routes, equipment and schedules. Urban and suburban transit operations. Labor relations, including labor agreement/contract administration. Modern principles of supervision and training. Organization and management techniques. District policies and labor agreement (MOU) provisions. ACIS, HASTUS, MS Word, MS Excel, MS PowerPoint, and other applicable video and/or radio surveillance systems. Occupational health and safety rules and working practices applicable to this position.

Skills or Ability to: Positively communicate, motivate, and support front line staff. Demonstrate excellent interpersonal skills. Multi-task in a fast-paced environment with many priorities and interruptions. Motivate employees to work cooperatively and conscientiously in activities directly involved in contact with the public. Interpret and enforce District policies and labor agreement (MOU) provisions. Perform computerized data entry and basic business office technology functions such as email, spreadsheet lists, and word processing. This position uses daily and relies heavily on technology.

APPLICATION PROCEDURE:

TO APPLY: [www.goldengate.org/jobs](http://www.goldengate.org/jobs)

Applicants must apply online by the deadline date. Applications received after the deadline will not be considered.

The District’s Human Resources Kiosk is available for filling out and submitting your online application and employment documents. The HR kiosk is located at the San Rafael Office. For directions and general information, visit our website [www.goldengate.org](http://www.goldengate.org).

All notices related to District recruitments for which you apply will be sent via email. Please ensure the email address you provide on your application is correct, and add ‘@goldengate.org’ as an accepted address to any email blocking or spam filtering program you may use to ensure receipt of notification from the District regarding your recruitment application. The District is not responsible for notices that are not read, received, or accessed by any applicant for any District recruitment.
THE FOLLOWING DOCUMENT(S) MUST BE SUBMITTED AT TIME OF APPLICATION:

1. GGBHT Online Employment Application
2. Resume (Scan and attach as PDF to your online application)
3. Cover letter demonstrating applicable work experience (Scan and attach as PDF to your online application)
4. Applicants who do not possess a degree; attach a statement supporting additional, recent qualifying position related experience.
5. DMV K4 Print-out dated within 30 days from the date of job posting (Scan and attach as PDF to your online application.) For internal applicants who are part of the Pull Notice Program, the Human Resources Department will request the applicant’s DMV report.

THE SELECTION PROCESS FOR THIS POSITION will include:

- Assessment of education, training, and experience
- Oral Panel Interview
- Department interview for final candidates
- Background, Employment and Security Investigation
- Medical Examination, post offer of “conditional employment” (this includes a drug test, physical and a functional performance physical.)*
- Background, Employment and Security Investigation

*This position is classified as U.S. Department of Transportation – Federal Transit Administration “Safety Sensitive.” Under DOT FTA regulations, employees in “Safety Sensitive” positions are subject to pre-employment, reasonable suspicion, post-accident, random and return-to-duty drug and/or alcohol testing.

** The District will only invite those candidates whose qualifications MOST CLOSELY MATCH the position requirements to continue in the selection process.

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Golden Gate Bridge Highway and Transportation District to take all personnel actions on the basis of merit and other job-related factors, without regard to race, color, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), disability: physical or mental, age (40 and older), genetic information, marital status, sexual orientation and identity, medical condition, political affiliation or military status.

Applicants with Disabilities: The Human Resources Department will make reasonable efforts to accommodate applicants with disabilities to complete the Employment Application and in any job-related examination process. If you have special needs, please call (415) 257-4535 (Human Resources).