



**METRA COMMUTER RAIL SYSTEM - CHICAGO, IL**

**Director of Compensation, Benefits and HRIS**



**GovHR USA**  
**GovTEMPS USA**

**EXECUTIVE RECRUITMENT**



## ABOUT METRA

Metra is seeking a skilled human resources executive with a passion for public service to serve as its next Director of Compensation, Benefits and HRIS. Metra Commuter Rail System is a nationally recognized system serving the City of Chicago and the surrounding suburbs located in Cook, Lake, Kane, DuPage, McHenry and Will Counties. The system operates 242 stations on 11 rail lines and is the fourth busiest commuter rail system in the United States. Metra has 2,800 employees of which 2200 are represented by unions. The annual budget is \$1.87 billion. Chicago has always been the railroad center of the nation. In 1974, voters in the six county Chicago area created the Regional Transportation Authority. The RTA's mission was to coordinate and assist public transportation and to serve as a conduit for state and federal subsidies needed to keep the system operational. The RTA was reorganized by the State of Illinois in 1983 and a commuter rail division was created to oversee commuter rail operations. [Metra History](#)

## THE POSITION IN BRIEF

The **Director of Compensation, Benefits and HRIS** reports to the Chief Human Resources Officer, is a key member of the Chief Human Resources Officer's executive team and must be adept at presentations to senior leadership, employee organizations and other Agency executives. Candidates for this hybrid position (three days in office/two days remote) will provide executive leadership over a team of five employees responsible for compensation, benefits, and the human resources information system.

The Director of Compensation, Benefits and HRIS primary duties include the development, implementation and monitoring of compensation policies, programs and objectives that align with agency goals, attract and retain qualified employees and comply with employment laws; manage and

oversee the development of job descriptions; provide leadership and strategic direction in the procurement and administration of the Agency's health benefits and retirement plans and direct the development, maintenance, enhancement, integration and optimization of the Human Resources Information Systems.



## Metra® AT A GLANCE



**11** Rail Lines



**242** Stations



**4th** Busiest commuter rail system in the U.S.



**2,800** Employees



**\$900** Million Metra budget proposed for 2022





## Metra's Mission:

As part of a regional transportation network, Metra provides safe, reliable, efficient commuter rail service that enhances the economic and environmental health of Northeast Illinois.

## Metra's Vision:

To be a world-class commuter rail agency linking communities throughout the region by:

- Providing the safest, most efficient and most reliable service to our customers.
- Sustaining our infrastructure for future generations.
- Leading the industry in achieving continuous improvement, innovation, and transparency.
- Facilitating economic vitality throughout Northeast Illinois.

## CANDIDATE MUST HAVES

- Candidates may have a bachelor's degree in human resources or related field OR in lieu of a bachelor's degree, a combination of education and experience that equals four years in compensation and/or benefits. In addition, candidates are expected to have an additional eight years of compensation and/or benefits experience. Candidates with a bachelor's degree must have eight years of compensation and/or benefits experience.
- Successful candidates will demonstrate innovative and creative problem-solving skills that include incorporating data and relevant metrics into decision making processes. Collaborative leadership skills with the ability to develop and maintain productive relationships both internally and externally are a must.
- Candidates will be skilled communicators with the ability work with employees at all levels of the organization presenting an approachable, professional demeanor in all interactions .

## THE ORGANIZATION

Metra is governed by an 11-member Board of Directors appointed by the counties that comprise the Metra service area and the City of Chicago. The Metra Board of Directors appoints the CEO/ Executive Director who is responsible for the appointment of the remaining senior leadership team. The current CEO/Executive Director was appointed in 2017 after serving in the organization since 1997. The current Chief Human Resources Officer was appointed in 2020.

## COMPENSATION, BENEFITS, AND THE ORGANIZATION'S CULTURE

Metra offers a competitive salary and excellent benefits package. The starting salary range is \$107,000 - \$134,000. The full range goes to \$161,024. Metra offers an excellent benefits package including pensions, and 401k/457 deferred compensation options. Metra offers exceptional benefits with lower than typical employee health insurance premium co-payments. In addition to optional 401(K) and 457 deferred compensation plans, Metra has a well-funded pension through the RTA that does not require employee contribution and a contributory pension plan through the Railroad Retirement Board; both vest after five years of employment.

Metra has a longstanding commitment to diversity, equity and inclusion. The leadership team is expected to support, advance, and look for innovative ways to enhance this commitment as the organization recruits for its next generation of leaders at all levels.

## HOW TO APPLY

The recruitment for this position is being handled by GovHR USA. Position is open until filled. Residency in the City of Chicago is not required. Apply at once with resume, cover letter, and contact information for five work-related references to [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of:

Heidi Voorhees, President, GovHR USA  
630 Dundee Road, #225, Northbrook, IL 60062.  
Please email or call with any questions to Heidi Voorhees at:  
Email: [HVoorhees@GovHRUSA.com](mailto:HVoorhees@GovHRUSA.com)

Metra is an Equal Opportunity Employer.

