



METRA COMMUTER RAIL SYSTEM - CHICAGO, IL

CHIEF AUDIT OFFICER



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, providing essential services to a community of over 9.4 million residents.

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. See [Metra History](#) for more information.

THE POSITION IN BRIEF

The Chief Audit Officer (CAO) reports to the Metra CEO and Board of Directors and provides executive level leadership over the Audit Department. The department is focused on operational, financial and compliance audits and the continuous review of money-handling at the highest levels of the agency. Committed to ensuring absolute transparency and proper conduct by all Metra employees, the Audit Department team is made up of a director, a manager, and 4 staff level auditors. The CAO also manages, as needed, external auditors and firms.

The CAO regularly presents and provides guidance to the Metra Board of Directors, the Chief Executive Officer/Executive Director, and senior leaders and executive members. The CAO must be diplomatic and collaborative with board members, internal departments, other governmental agencies, private audit vendors, and various internal and external stakeholders.

The CAO serves as the key expert and advisor on all audit functions, designing and implementing Metra's audit programs, policies, and procedures, and ensuring adequate internal controls. The CAO, in connection with other departments, works to ensure Metra is in compliance with all applicable laws and regulatory requirements.

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.



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



PRIORITIES FOR THE POSITION

The next CAO can be expected to work with the CEO and Board of Directors for Metra on the following priorities:

- Identify potential areas of risk; develop and implement annual audit plan to perform audits that address, analyze and recommend actions to resolve any identified risks; provide general guidance for preventative measures throughout the agency.
- Actively participate in various executive committees and complete special projects.
- Support the audit department by recruiting, retaining, and training auditors and support staff with a variety of experience and skill sets.
- Ensure that compliance issues and concerns within the organization are appropriately evaluated, investigated, and resolved.

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.

Metra is a large, complex organization consisting of more than 2,964 employees, of which approximately 2,211 are represented by 17 collective bargaining agreements in 14 unions. The 2024 operating and capital budget is \$1.67 billion. Like many agencies, Metra has an aging workforce, with 21% of its workforce eligible to retire by 2024. Metra also has a diverse workforce and is committed to diversity and inclusion at all levels of the organization.

COMPENSATION AND BENEFITS

The starting salary range is expected to be \$147,454 – \$184,318 +/- depending on qualifications and experience. The range maximum is \$226,576.

Metra offers an excellent benefits package including pensions, 401k/457k deferred compensation options, and lower than typical employee health insurance premium co-payments. 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. Limited relocation expenses are available.

This position is covered by the “Revolving Door” prohibition within the State Officials and Employees Act (5 ILCS 430/5-45), which prohibits certain Metra employees (or their spouse or immediate family member) from accepting employment or compensation from a non-Metra employer for one year from the date of separation, if the employee was personally and substantially involved in the award of a contract of \$25,000 or more to that non-Metra employer .

HOW TO APPLY

The recruitment for this position is being conducted by GovHR USA. Position is open until filled with first review of resumes on May 13, 2024. Submit resume, cover letter, and contact information for five professional references to www.GovHRjobs.com to the attention of Charlene Stevens, Executive Vice President for Recruitment, and Maureen Barry, Senior Vice President, GovHR USA, 630 Dundee Road #225, Northbrook, IL 60062. Tel: 847-380-3240.

Metra is an Equal Opportunity Employer.

CANDIDATE REQUIREMENTS

- Candidates must have a bachelor's degree in business, accounting, finance, or related field, OR in lieu of degree, any combination of education and accounting or finance experience that equals four (4) years. A certified public accountant (CPA) or master's degree in business administration or related field is preferred.
- Candidates must have at least 10 - 15 years of experience in auditing, accounting, or finance, preferably in the railroad, transportation, or related industry, and must have a minimum of 5 years of progressively responsible management/supervisory experience.
- Candidates must be knowledgeable in internal auditing and accounting principles, risk and control principles, Generally Accepted Government Auditing Standards (GAGAS), and the Institute of Internal Auditors (IIA) standards.
- Successful candidates will demonstrate collaborative leadership skills with the ability to develop and maintain productive relationships, both internally and externally.

