The Hillsborough Area Regional Transit Authority (HART) was created in 1979 and serves all of Hillsborough County, Florida. Hillsborough County is the fourth most populated county in Florida with a population of over 1.5 million residents.

Hillsborough County and Tampa Bay offer a vibrant and high quality of life with a diverse economy, sparkling waterfront and abundant outdoor recreation and amenities. The region is home to Busch Gardens, the Florida Aquarium, Tampa Museum of Art and professional sports franchises. The region boasts world class chefs, locally owned breweries, restaurants and foodie fests.

HART serves 35,000 (pre COVID) customers each day with a mission to take people to places that enhance their lives.

HART is governed by a 15-member Board of Directors whose appointments are made by Hillsborough County, the City of Tampa, the City of Temple Terrace and the Governor of Florida. HART operates with a $121,452,784 adopted budget (FY 2020) and approximately 800 employees.

HART provides fixed-route local and express bus service, door-to-door paratransit service (HARTPlus), flex route neighborhood connector service (HARTFlex) and bus rapid transit (MetroRapid). 38% of HART’s transit buses are Compressed Natural Gas (CNG).

HART also operates the 2.7-mile TECO line Streetcar System that runs along Downtown Tampa through the Channel District and Ybor City. The system features historical replica streetcars of the original Tampa Streetcar line. The TECO Line Streetcar operates at no charge to users.

The main transit hub for HART is the Marion Transit Center in downtown Tampa which operates local and express routes. HART’s other terminals include the University Area Transit Center located near the University of South Florida campus, the NetPark Transfer Center, West Tampa Transfer Center, the Northwest Transfer Center and a hub at Tampa International Airport.
THE POSITION IN BRIEF

The Chief Executive Officer (CEO) is responsible for all day to day operations of the organization and reports to the 15-member Board of Directors. The CEO is responsible for short- and long-term policy development and strategic planning in cooperation with the Board of Directors. The next CEO of HART should be a leader in transportation who can continue HART’s goal of creating a culture of excellence and making HART a best-in-class transit agency.

• In 2017, HART launched a comprehensive operational analysis (Mission MAX) to evaluate every route to focus on modernizing the system to shorten travel times on key routes, eliminate out-of-direction travel and provide more direct service to key destinations. The next HART CEO will continue to evaluate the service model for additional efficiencies and opportunities.

• In 2018, voters in Hillsborough County overwhelmingly supported a 1 cent sales tax for transportation. However, that funding is currently being challenged and may not be immediately available. The next HART CEO will lead the efforts to prioritize projects based on available current funding while identifying future funding opportunities and potential partnerships.

• Due to COVID 19, HART has experienced a 60% decline in ridership. The next HART CEO will need to ensure the safety of operations for employees and riders for the short and long term as well as address immediate budgetary shortfalls.

• HART is committed to sustainable transportation and the next HART CEO is expected to continue to identify new opportunities for best practices in sustainable transportation.

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The next CEO of HART is expected to be a strategic thinker, with excellent interpersonal skills who can build an effective team and work collaboratively at all levels of the organization as well as with community stakeholders. HART is committed to transparency and has adopted a strategic plan with a performance scorecard to ensure the public and the riders of HART are kept up to date on all of HART’s initiatives (see Success Plan 2020). Some of the opportunities for the next HART CEO include:

• The next CEO will have the opportunity to review the current operating structure, including vacant positions on the senior leadership team and determine the most effective model for the future.

• HART is committed to employee success. The next CEO of HART is expected to further develop a culture of employee engagement with a commitment to employee training and safety as well as customer service.

• Review and assess opportunities for updated technology, such as replacement of the Intelligent Transportation System (ITS) and Computer Aided Dispatch Systems.

• The HART Board recently approved a feasibility study of the CFX rail line between the Port of Tampa and USF for a potential conversion to commuter rail use. The next CEO of HART will have the opportunity to lead the evaluation of the physical infrastructure and help define the costs and benefits of bringing the line up to commuter rail standards, such as light rail, commuter rail and/or streetcar use.
The Ideal Candidate

Must Haves:
- A bachelor’s degree in public administration, business administration, transportation planning, or related field.
- Ten to twelve years of experience in transit operations.
- At least five years of senior level management experience, ideally in an organization of similar size or complexity.
- Any combination of education and equivalent experience may be considered.

The Ideal Candidate will be:
- A motivating, empathetic and highly collaborative leader who can build relationships across the organization.
- A skilled manager able to assess the skills of the team and build upon their strengths.
- An excellent communicator, orally and written, who can engage with a wide variety of stakeholders internally and externally.
- A strong advocate for sustainable public transit.
- Trustworthy and transparent with a strong sense of personal and professional integrity.
- Knowledgeable in all aspects of public transit, including emerging needs and trends.
- Committed to the principals of diversity and inclusion.
- A creative problem solver who is willing to work through the immediate challenges to build a stronger future.

Compensation and Benefits

HART is committed to excellence and values of its employees. HART offers a comprehensive and competitive benefits package that includes participation in the Florida Retirement System (FRS), deferred compensation with an employer match, tuition reimbursement and generous annual leave.

The starting salary is $200,000 to $250,000 +/- DOQ.

EEO Compliance: HART is committed to equal employment opportunity for all persons, regardless of race, color, creed, national origin, sex, age, marital status, sexual orientation, gender identity or expression, disability, veteran status or other status protected by Federal or State law.

ADA Compliance: Reasonable accommodations are available to persons with disabilities during the application process and/or interview process in accordance with the Americans with Disabilities Act.

How to Apply:
The recruitment for this position is being handled by GovHR USA. Candidates must apply by September 14, 2020 with resume, cover letter and contact information for five work-related references to www.govhrjobs.com to the attention of:

Joellen Cademartori, Chief Executive Officer, or Charlene Stevens, Senior Vice President, GovHR USA, 630 Dundee Road, #130, Northbrook, IL 60062

HART is an Equal Opportunity Employer