



METRA COMMUTER RAIL SYSTEM - CHICAGO, IL

Chief Financial Officer



GovHR USA
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EXECUTIVE RECRUITMENT



Metra is seeking a skilled finance and budgeting executive with a passion for public service to serve as its next Chief Financial Officer. 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 **Chief Financial Officer** reports to the CEO/Executive Director. Candidates for the position must be skilled, experienced financial professionals with the ability provide executive leadership over all accounting, finance, budget operations, and railroad contract management, and special projects. The CFO has four direct reports and 120 indirect reports. All positions are full-time. The CFO directs the development and administration of all financial operations and the Purchase of Commuter Rail Service contracts, ensuring these functions perform efficiently and effectively. The budget is \$800 million with another \$300 million in State and Federal grants management which falls under the jurisdiction of the CFO.

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.



**AT A GLANCE**

	11	Rail Lines
	242	Stations
	4th	Busiest commuter rail system in the U.S.
	2,800	Employees
	\$700	Million Metra budget proposed for 2021



Expectations for the CFO

- The Metra Chief Financial Officer must be an innovative and creative problem solver with the ability to incorporate data and relevant metrics into decision making processes. The Metra organization is dedicated to the use of Key Performance Indicators (KPIs) and other metrics to analyze processes and implement change where appropriate.
- The CFO regularly presents financial reports to the Metra Board and must be skilled at public oral presentations with the ability to succinctly and effectively present financial information in an understandable manner.
- 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.



The Ideal Candidate

Candidate Must Haves

- A bachelor's degree in accounting, finance or related field. A master's degree or other related advanced degree or certification (CPA or CPFO) is highly valued.
- Candidates will ideally have at least 15 years' managerial experience in financial operations in transit, local government or related industry.
- Candidates must be skilled at budget development and administration with the ability to provide effective oversight over all accounting, budget and treasury operations as well as grants management. An understanding of public sector financial operations is extremely important.
- 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 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 Ideal Candidate Will Be

- A motivating, influential, empathetic, and transformational leader who can build cross-organizational relationships and effective external relationships, where appropriate.
- A skilled executive knowledgeable in rail operations or in a closely related industry with a motivation for continuous improvement, increased efficiency, and high quality customer service.
- An effective leader who can strategize and collaborate with their teams to effectively problem solve across all operations, effectively analyzing data to support decisions and strategic direction.
- Excellent at communicating effectively with strong public presentation skills and experience presenting before appointed bodies.
- Driven by a service orientation, with an understanding of the importance of public agencies conducting their processes in a transparent and fair manner.
- Possess a reputation for integrity, initiative, confidentiality, judgement, and discretion in all professional interactions.



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.

Compensation, Benefits, and the Organization's Culture

Metra offers a competitive salary and excellent benefits package. The starting salary range is \$215,000 - \$230,000+/- DOQ. 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.

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 or if the employee was personally and substantially involved in the fiscal administration of a contract of \$25,000 or more to that non-Metra employer.

How to Apply

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

Heidi Voorhees, President, GovHR USA
Maureen Barry, Senior Vice 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

Metra is an Equal Opportunity Employer.

