

**Executive Recruitment for**

**SAN JOSE, CALIFORNIA**

GovHR USA is pleased to announce the recruitment and selection process for the City of San Jose's Department of Transportation Vision Zero Program Manager (Senior Transportation Specialist). This position offers a unique opportunity for an experienced Transportation professional with exceptional communication, analytical and management skills to showcase their talents developing and implementing a multi-faceted Vision Zero traffic safety program for the third largest city in California.

This brochure provides background information on the city of San Jose's community as well as the requirements and expected qualifications for the position. Candidates interested in applying for the position should submit their résumé, cover letter, and contact information for five work-related references by June 11, 2018, to [www.GovHRjobs.com](http://www.GovHRjobs.com).

**Heidi Voorhees, President**

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TEL: 847-380-3243 or Mobile: 847-902-4110  
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[www.GovHRjobs.com](http://www.GovHRjobs.com)



**VISION ZERO PROGRAM MANAGER  
(SENIOR TRANSPORTATION SPECIALIST)**



## POSITION ANNOUNCEMENT

### Department of Transportation Senior Transportation Specialist (Vision Zero Program Manager)

**San José, CA (1,046,079)** This is an exceptional opportunity for a transportation professional committed to transportation safety and dedicated to community engagement and problem solving, to lead a nationally recognized program in one of the country's most exciting cities. San Jose is seeking candidates with a balance of exceptional written and verbal communication skills along with leadership, analytical, and management skills to lead this life saving effort.

San José is the largest and most urban city within Silicon Valley, known for the nation's largest number of leading innovation companies. Located roughly 50 miles south of San Francisco and 30 miles east of Pacific Coast beaches, the City is in a valley surrounded by the Diablo and Santa Cruz mountain ranges and enjoys an average of 300 days of sunshine a year.

San José's quality of life is unsurpassed. Nearby open space provides easy access to mountain parks, trails, lakes, and streams. Recently, Sperling's Best Places rated San José #1 as the healthiest city in America. The downtown area is home to modern high-rise housing, renovated theaters, and cultural attractions. Nightlife options include ballet, opera, symphony, live theater, nightclubs, and restaurants; and inquiring minds are served at the Tech Museum of Innovation, the Museum of Art, and the Children's Discovery Museum. Please note the following regarding this exciting opportunity:

- In 2015, San José became the fourth city in the nation to formally adopt a Vision Zero traffic safety initiative in an effort to ultimately eliminate all fatalities and reduce the incidence of severe injuries due to traffic collisions.
- As the Vision Zero Program Manager, the Senior Transportation Specialist reports to the Traffic Safety Division Manager and is focused on the development and implementation of the multi-faceted Vision Zero San José Plan (VZSJ). The Program Manager will lead a team of direct

reports and other colleagues in the department and across the City, as well as outside stakeholders to leverage the resources necessary to fulfill the program's goals.

- The Vision Zero Program Manager (Senior Transportation Specialist) will lead and participate in community engagement, in the analysis of crash data and other traffic statistics, in advocacy at the state and national level and will work on engineering solutions to reduce the incidence of fatal and severe injury crashes.
- The Program Manager will lead an innovative and creative team that can work collaboratively across city departments, engage with community organizations and other stakeholders to achieve the important lifesaving goals Vision Zero encompasses.

Candidates will have exceptionally well developed leadership and management skills with the ability to collaboratively establish goals and objectives and then work effectively with a wide variety of stakeholders to achieve those goals and objectives. The Program Manager will inspire and motivate others around the Vision Zero plan and be genuinely energized about this important effort.

Candidates must have a Bachelor's Degree from an accredited college or university in transportation planning, city and regional planning, urban studies, civil engineering, or closely related field, AND five (5) years of increasingly responsible experience in transportation development programs including two (2) years of project management. A Master's Degree from an accredited college or university is desirable. The starting salary is up to \$132,870 with the actual salary determined by the final candidate's qualifications and experience. Effective July 1, 2018, employees in the Senior Transportation Specialist classification shall also receive an approximate five percent (5%) ongoing non-pensionable compensation increase in addition to the compensation listed above and 3% general wage increases for each of the following 2 years.

Candidates must apply by Friday, June 11, 2018 to Heidi Voorhees, GovHRUSA.. Electronic applications required at [www.GovHRjobs.com](http://www.GovHRjobs.com). Contact Heidi Voorhees with any questions at 847-380-3240 or [HVoorhees@GovHRUSA.com](mailto:HVoorhees@GovHRUSA.com).





## THE COMMUNITY

Known as the “Capital of Silicon Valley,” San José is the world’s leading center of innovation. With over one million residents, San José is the 10th largest city in the U.S. Encompassing 178 square miles at the southern tip of San Francisco Bay; San José is Northern California’s largest city and one of the most diverse large cities in the United States.

Seventeen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Nearby universities include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

The City is proud of its quality of life and of the rich cultural diversity evident in its population, its workforce, and its many neighborhoods.



## THE DEPARTMENT

The Department of Transportation (DOT) has approximately 470 employees and a current year Operating and Capital Budget of \$364 million. DOT is a customer-focused, goal-oriented organization responsible for services that provide for the safe and efficient movement of people by all travel modes. It plans and programs capital improvements for pedestrians, bicyclists, motorists, and transit users to meet the needs of residents and businesses; operates the City’s parking and traffic systems in a manner that is sensitive to community needs; and repairs and maintains the City’s assets in 2,400 miles of street right-of-way including a massive infrastructure of streets, sidewalks, landscaping, traffic devices, street-lights, sewers and storm drains.

## VISION ZERO SAN JOSÉ



San José has a relatively good transportation safety record, with an injury crash rate about one third of the national average.

Past safety efforts focused on school zones, neighborhoods, bicycling infrastructure, and Downtown have produced positive results. Nevertheless, far too many people die in traffic crashes in San José. In 2017, 46 people died as the result of a traffic collision and over 160 people were severely injured. There is a need and urgency to do more and strategically focus available resources on leveraging the greatest benefit.

The Vision Zero San José plan focuses on the “4E’s” -- evaluation, engineering, enforcement and education, and includes emphasis on elements related to technology, policy and partnerships with a goal of creating a community culture that prioritizes traffic safety and ensures that mistakes on our roadways don’t result in severe injury or death.

**Safe Streets** is one of the Department of Transportation's five Strategic Goals and Priorities in addition to: **Balanced Transportation, Quality Infrastructure, Innovation & Technology, and People & Teams**

**Safe Streets' Goal:** Improving our street system to ensure safety for all people and modes of travel, ultimately eliminating all traffic fatalities and dramatically reducing severe injury crashes. Through our Vision Zero initiative, focus our collective efforts and resources as creatively, effectively, and intensively as possible to fundamentally ensure safety on our streets.

**Safe Streets' Major Initiatives:** Identify and audit Priority Safety Corridors, Focus projects/ grants on VZ corridors, major roads, pedestrian and bicycle safety/ mobility, targeted education and enforcement, national and state collaboration on Vision Zero policies, best practices, data analytics, evaluate red light running and pursue legislation on automated speed enforcement legislation.



## THE POSITION

The Vision Zero Manager will lead a team of direct reports, other colleagues in the department and the City, along with other participating partners and stakeholders in the delivery of the City's Vision Zero plan ("VZSJ Plan").

Under administrative direction, the Vision Zero Manager performs work of considerable difficulty planning, organizing, and directing the implementation of the VZSJ Plan. The Vision Zero Manager will be expected to achieve results, and ensure timely completion of special projects. Principal areas of responsibility include:

- Rigorous analysis of crash data and other traffic safety statistics to identify high crash intersections and corridors, classify risks and trends, and contributing behaviors
- Develop and prioritize the delivery of engineering solutions to reduce the severity and incidence of severe and fatal injury crashes
- Coordinate and assist with implementation of traffic safety projects
- Provide project management to ensure completion within budget and schedule
- Pursue grant funding to support the implementation of Vision Zero projects and initiatives
- Collaborate with Vision Zero partners and stakeholders, and community public health partners
- Develop and implement traffic safety messaging, prioritizing the delivery of education to high crash corridors, schools, community and senior centers, and neighborhood organizations
- Assist with advocating policies at the State and National level that can have significant influence on improving traffic safety
- Support the advancement and implementation of safety measures in vehicle and/or other technologies that align with the principals of Vision Zero
- Lead and motivate staff by establishing goals, creating an innovative work environment, maximizing training and development opportunities, and appropriate recognition
- Plan, implement, operate, and evaluate program activities
- Participate in and advise the Division Manager and Deputy Director in developing and administering the VZSJ Plan
- Represent the City, Department and Division Manager in a variety of interdepartmental, intergovernmental, and community matters
- Work effectively with community groups, associations, and staff in Council Offices, other departments and agencies
- Negotiate, develop, and administer contracts and agreements with vendors, contractors, businesses and agencies as needed



### Expected Job Competencies:

**Job Expertise** – Demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures/policies and federal and state rules and regulations.

**Decision-making** – Identifies and understands issues, problems, and opportunities; uses effective approaches for choosing a course of action or developing appropriate solutions.

**Project Management** – Ensures support for projects and implements organizational goals and strategic objectives.

**Vision/Strategic Thinking** – Support, promote, and ensure alignment with the organization's vision and values. Understand how an organization must change in light of internal and external trends and influences. Builds a shared vision with others and influence others to translate vision to action.

**Collaboration** – Develops networks and builds alliances; engages in cross- functional activities.

**Leadership** – Leads by example; demonstrates high ethical standards; remains visible and approachable and interacts with others on a regular basis; promotes a cooperative work environment, allowing others to learn from mistakes; provides motivational support and direction.

**Communication Skills** - Effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills; displays openness to other people's ideas and thoughts.

**Constructive Energies** – A demonstration of energy and drive that comes from within, and a willingness to

approach all aspects of work with a generally positive attitude. The inclination to independently take appropriate action rather than waiting to be told what to do. Examples of Constructive Energies include but are not limited to: Initiative, Honesty, Integrity, Empathy, Dedication, Reliability, Proactiveness, Respectfulness, Confidence, Ethical Behavior, Willingness to help others, Commitment to personal skills development and growth.

### COMPENSATION AND BENEFITS

The starting salary is up to \$132,870 with the actual salary determined by the final candidate's qualifications and experience. Effective July 1, 2018, employees in the Senior Transportation Specialist classification shall also receive an approximate five percent (5%) ongoing non-pensionable compensation increase in addition to the compensation listed above and 3% general wage increases for the following 2 years. The City provides an array of benefits including a competitive retirement system with full reciprocity with CalPERS.

### APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Please submit your resume by Friday, June 11, 2018. To be considered, submit a cover letter and a list of five work-related references (who will not be contacted without prior notice).



**Electronically submit the requested materials to:**

[www.GovHRjobs.com](http://www.GovHRjobs.com)

Heidi Voorhees GovHRUSA

Phone: (847)380-3240

Email: [HVoorhees@govhrusa.com](mailto:HVoorhees@govhrusa.com)

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to a preliminary screening interview conducted by the consultant immediately following the final filing date. The City will invite a group of candidates to panel interviews in July. Thorough reference and background checks will then be conducted on top finalists who may then participate in a final interview with key DOT management staff.