



Position Profile
Transportation Director
Asheville, NC

ABOUT THE OPPORTUNITY

The City of Asheville is seeking qualified applicants for the position of Transportation Director. The Transportation Director is hired by and reports to the City Manager (with day-to-day supervision by an Assistant City Manager). The Transportation Director leads a dedicated staff of the City's Transportation Department as they continue to provide high-level transit, traffic engineering, parking, and transportation planning services to the community.

Our ideal candidate will have the technical aptitude required for this position and will also:

- Be forward thinking, welcoming of challenges and hard work;
- Be collaborative, empathetic, and approachable;
- Bring a passion for excellent customer service;
- Prioritize and establish clear priorities for the different divisions within the department;
- Serve as an advocate for Transportation staff in decision making and project prioritization;
- Effectively leverage departmental positions and financial resources with a forward thinking approach;
- Have a demonstrated ability to effectively communicate with executive leadership, elected officials, operational staff, and members of the public;
- Have experience working directly or indirectly with the public sector.

COMMUNITY

Nestled between the Blue Ridge and Great Smoky Mountains at the confluence of the Swannanoa River and the French Broad River, the City of Asheville is a vibrant community and regional hub for western North Carolina. It is the tenth most populous city in the state, with 95,000 residents in 45.5 square miles. Asheville's estimated daily population grows to over 150,000, including people who come to the city for work, services, and leisure. Over the next five years, the City's population growth is projected to increase by 16,000.

Asheville also serves as the county seat for Buncombe County. The City is accessible by Interstates 40, 240, and 26. Air travel is available through the Asheville Regional Airport in nearby Fletcher, NC.

The City's natural and architectural beauty, moderate climate, strong job market and outstanding education and health care facilities have consistently led to its ranking as one of the best places to live, work, visit and retire in the United States.

Asheville's lively arts scene and plentiful recreation opportunities make the city a popular venue for tourists. Major attractions include the dome-topped Basilica of Saint Lawrence and the vast 19th-century Biltmore Estate displaying artwork by renowned masters. The Downtown Art District is filled with galleries and museums, and in the nearby River Arts District, former factory buildings house artists' studios.

The City's economy is diverse with strong representation in health care, education, retail trade and tourism. The largest employers are Mission Hospital, the Buncombe County Schools System, Ingles Market, and various federal, state, and local government agencies. Tourism generates over 10.9 million visitors annually.

GOVERNMENT

The City of Asheville recognizes that complex local government operations require strong political leadership, policy development, a relentless focus on execution of strategies and results, a commitment to transparent and ethical government, and a strategy for representing and engaging every segment of the community.

Operating under the council-manager form of local government, the Asheville City Council consists of a mayor and six council members who serve as the policy-making and legislative authority for the city. The City Council is elected on a nonpartisan basis. Council members serve four-year staggered terms. The Mayor is elected to serve a four-year team. The Council is responsible for establishing a vision for the city, adopting the budget, and levying a property tax on both real and personal properties located within its boundaries. The Council also appoints the city manager, city attorney, and city clerk.





The City provides a full range of services, including police and fire protection, the construction and maintenance of streets and other infrastructure, solid waste and water services, recreational activities and cultural events. For Fiscal Year 2023-2024, the City has an operating budget of \$219 million and a staff of approximately 1,360 employees. The City of Asheville has a strong financial position as indicated by AAA and Aaa ratings assigned to the City's general obligation debt. Voter approval of a five-year, \$74 million bond issuance in 2016 is providing financing for a variety of capital improvement projects, over and above the City's \$136 million five-year capital improvement program. Additionally, the City recently received over \$26 million through the American Rescue Plan Act.

TRANSPORTATION DEPARTMENT

The Transportation has an operating budget of over \$24 million, has 47 dedicated full-time equivalent (FTE) positions, and is made up of four divisions:

- **Traffic Engineering Division** is responsible for the safe and efficient movement of people navigating city streets, sidewalks and other public right-of-ways in Asheville.
- **Transit Planning Division** oversees the Asheville Rides Transit (ART) bus service throughout the City of Asheville and Town of Black Mountain
- **Transportation Planning Division** is responsible for providing Citywide planning services, including for the Metropolitan Planning Organization (MPO), transit, and greenway projects.
- **Parking Services Division** is responsible for providing safe, reliable, and efficient parking through the management of on-street parking facilities, four parking garages, and several surface lots in downtown Asheville.

The Transportation Department plays a key role in community safety, health, mobility, and quality of life for Asheville residents and visitors through planning for multi-modal transportation infrastructure and ensuring that all residents and visitors have transportation options to safely access job centers, housing, education, and cultural destinations in the community. The Transportation Department's Fiscal Year 2023 - 2024 priorities include:

- Working with other City departments and the North Carolina Department of Transportation (NCDOT) to implement identified action steps within the approved GAP Plan (Greenways, ADA Transition, & Pedestrian), to communicate and prioritize work to build a strong, accessible pedestrian network that lowers barriers for the disabled community, improves access to recreational activities, and provides viable alternatives to cars to navigate the community.
- Continuing to partner with the NCDOT as the \$1.35 billion I-26 Connector project moves to the design-build phase which is currently underway. This project will realign 4.7 miles of Interstate 26 and will have a major impact on Asheville's transportation network.
- Continuing to partner with the NCDOT to prioritize, fund, and implement projects focused on improving bicycle and pedestrian safety throughout the community.
- Completing the Federal Transit Authority (FTA) Triennial Review including addressing findings and implementing recommendations from the FTA.
- Coordinating with the Finance Department to enhance FTA grant administration and coordination with FTA grant subrecipients to improve grant reporting and ensure the effective use of federal transit funds.
- Continuing to focus on enhanced Transit service delivery, to include upgrading the fleet, capital planning for a new garage and transit center, and coordinating with Buncombe County to establish a regional approach to transit service delivery and developing a sustainable long-term Transit funding strategy.

REQUIRED EDUCATION AND EXPERIENCE

Bachelor's Degree in Engineering, Urban Planning, Public Administration or a related field required; supplemented by ten years of progressively responsible experience in transit administration, parking administration, transportation planning, and/or traffic engineering. Our ideal candidate will have experience in budget preparation and administration as well as a proven track record of effective project management and leadership of teams representing different disciplines and a combination of frontline and administrative personnel. With the exception of the minimum requirement of a Bachelor's Degree, the City of Asheville may consider candidates with an equivalent combination of education, training, and experience which provides the requisite knowledge, skills and abilities for this position.





SALARY AND COMPENSATION

Hiring range: \$113,590.79 - \$170,386.18 DOQ, plus a very competitive fringe benefits package that includes participation in the North Carolina Local Government Employees Retirement System.

TO APPLY

Qualified candidates should apply by completing an application to include a cover letter, resume, and contact information of three professional references in confidence at:

AshevilleNC.gov/jobs

Applications will be reviewed as received and will continue to be accepted until the position is filled or until a sufficient number of applications are received.

Asheville is an Equal Employment Opportunity Employer.

Persons of all genders and races are encouraged to apply.

If you have questions regarding this opportunity, or a recommendation of a colleague, please contact: Jamie Allen at jallen@ashevillenc.gov or 828-412-2707.