

**Job Posting Title: Executive Director of the Department of Transportation and Infrastructure**

**Job Classification Title: Manager Department of Transportation and Infrastructure (HA3258)**



## About Us

The secret is out: Denver is the nation's top place to live, work, and play. Being the best place to live isn't easy; maintaining such a reputation means we need the best people working for the residents of Denver. People who want to make a difference; people who want to give back; people who want to be at the heart of this city and have a hand in creating our future. When you join us, you will employ your unique skills to do important and meaningful work critical to the success of both your organization and the city as a whole. Be a part of the city that you love. **#WhereDenverWorks**

For more information about our hiring process including ADA resources, assessments and testing, pre-employment, and onboarding, click [here](#).

With 1,300 employees and an operating budget of nearly \$250M, Denver's Department of Transportation and Infrastructure (DOTI) is one of the city's largest and most exciting departments, managing most services involving public infrastructure and facilities for residents and businesses. The department's broad portfolio of responsibilities includes day-to-day transportation management, snow removal, street maintenance, right-of-way enforcement, parking, planning and construction projects (small to very large, vertical and horizontal), trash, recycling, and composting, graffiti abatement, fleet management, and wastewater construction and operations (sanitary and storm), among others.

For the last several years, Denver has been one of the fastest-growing cities in the nation, creating several exciting opportunities and an equal number of complex challenges. The entire metro area continues to grow by nearly 5,000 net new residents per month. As the economic, cultural and transportation hub of the region, Denver is experiencing a significant increase in demand for services and infrastructure improvements. Much of the responsibility for meeting the service and infrastructure needs of today and tomorrow rests with the Department of Public Works, including delivery of the \$600M general obligation bond and any additional projects being considered for the November 2021 general obligation bond.

## About Our Job

Denver is seeking a dynamic leader with significant experience and a proven track record, someone capable of successfully balancing multiple and complex initiatives. This is a big job. It requires a strong leader who can advance some of the Mayor's most important initiatives, such as improving overall transportation and mobility efforts citywide, investing for an equitable transportation system, delivering major capital improvement projects such as the 16<sup>th</sup> Street Mall, Colorado Convention Center expansion and continuing to implement a multi-year program to significantly reduce the amount of waste being dumped in our landfill. The successful candidate will have the experience and skills to meet Denver's ever-growing challenges, becoming an even more established leader in the process.

**Job Posting Title: Executive Director of the Department of Transportation and Infrastructure**

**Job Classification Title: Manager Department of Transportation and Infrastructure (HA3258)**



Important items to the City to consider:

- Our Commitment to Equity
  - DOTI is committed to providing attention and resources to the areas, assets and people of the city with the greatest need. Through equitable contracting, equitable investments, and equitable workforce development.
  - DOTI's culture revolves around four key principles:
    1. Invest in Our People
    2. Operate with Discipline
    3. Use Data to Drive Decisions
    4. Deliver Results
- Multimodal improvements
  - Denver cannot grow and prosper under the single occupant vehicle method of mobility.
  - New innovative modes of travel, services, and rethinking our city streets to be inclusive of multi-modal options
- Collaboration
  - Manage positive relationships built on trust and honesty with stakeholders
    1. The Regional Transportation District
    2. Denver Regional Council of Governments
    3. City Council
    4. Mile High Flood Control District
    5. Others
  - Participate in community outreach and ensure the Department engages with the public to get productive feedback and openly hear their concerns and needs.
- Sustainability and Resiliency
  - Help envision a transportation system that produces less emissions and pollutants.
  - Produce standards and specifications that recycle, produce less waste, or reduce lifecycle carbon footprint.
  - Improve water quality and conservation through design and policy.
- Save Lives and advance Vision Zero
  - Increased pedestrian and bicycle mobility have also resulted in higher fatalities and injuries. Innovative design, policy and traffic operation models are needed to make our transportation network safe for all.

**Key responsibilities for the Executive Director include:**

- Provide executive direction, leadership and management of the Department of Transportation and Infrastructure.
- Serve as the principal advisor to Mayor Michael B. Hancock on issues and recommendations related to delivery of programs and services in the department.
- Coordinate and manage the preparation of the annual budget.
- Represent the City and County of Denver in venues and discussions, including regional, state and federal agencies and the media, on a variety of issues.
- Manage a diverse workforce with a focus on a culture of excellence within the department and improving employee engagement.
- Ensure communication to and engagement with the community is frequent, timely, effective, and culturally appropriate.

**Job Posting Title: Executive Director of the Department of Transportation and Infrastructure**

**Job Classification Title: Manager Department of Transportation and Infrastructure (HA3258)**



## About You

Denver's next Executive Director of the Department of Transportation and Infrastructure will hit the ground running, setting an aggressive tone, inspiring the department to meet its strategic plan goals, and further establishing Denver as a premier city in which to live, work and play. As an integral member of Mayor Michael B. Hancock's Cabinet, Denver's next leader will take full advantage of available assets to strengthen our economy, improve the quality of life for our residents, successfully implement existing plans, and craft new strategies for delivering a world-class city where everyone matters.

Candidates should have a minimum of ten years of progressively responsible experience, including at least eight years of management experience. We realize your time is valuable so please do not apply if you do not have at least the following minimum qualifications:

Candidates should have at least one of the following qualifications:

- Degree in engineering or a similar technical degree
- Degree in business or public administration
- Experience leading a sizeable public sector organization
- Significant expertise in mobility and transportation management

Our ideal candidate also has:

- Transportation and Infrastructure experience
- Strong communication and interpersonal skills
- Strong business, financial, and strategic planning skills
- Ability to implement strategy and operate within a performance framework
- An understanding of the concepts of institutional and structural racism and their impact on the under-resourced communities

## About Everything Else

**Job Type:** Mayoral Appointee

**Salary:** \$196,625

**Agency:** Department of Transportation and Infrastructure (DOTI)

**Please send resumes to:** [lisa.carpenter@denvergov.org](mailto:lisa.carpenter@denvergov.org)

**Job Classification:** The Executive Director of the Department of Transportation and Infrastructure is an appointee of the mayor as described in the city charter.

**Pre-employment Screening:** An offer of employment is contingent on the verification of credentials and other information required by law and City and County of Denver policies, including the successful completion of a background check. Candidates must pass a criminal background check and other verifications required for the position which may include, but are not limited to, employment and/or education verification, motor vehicle record check, drug test, and/or physical. The existence of a conviction does not automatically disqualify an individual from employment except where federal or state law or regulations prohibit employment of an individual with certain convictions.

**Job Posting Title: Executive Director of the Department of Transportation and Infrastructure**

**Job Classification Title: Manager Department of Transportation and Infrastructure (HA3258)**



For more information about the selection and employment screening process, click [here](#)

**Probationary Period:** None, as this position is an at-will appointee of the Mayor.

**EEOC Statement**

*The City and County of Denver provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, national origin, disability, genetic information, age, or any other status protected under federal, state, and/or local law.*

**Right to Work Statement**

For information about right to work, click [here](#) for English or [here](#) for Spanish.