



National Association of
City Transportation Officials

Job Title: *Director of Engagement*

Start Date: *Jan-Feb 2022*

Salary: *Minimum salary is \$120,000*

Location: *NACTO is based in NYC, and shifted to a fully remote work structure in response to the COVID-19 pandemic. We are currently evaluating our office expectations, with a goal to establish a work policy that allows for flexibility and collaboration. All staff will have ample time to make preparations once return-to-office plans have been discussed and finalized.*

The National Association of City Transportation Officials (NACTO) is seeking a “movement builder” to join our team as a full-time **Director of Engagement**. This role will lead our strategy and approach to engaging members, advancing our goal to connect, challenge, and champion the city transportation professionals working towards equitable, sustainable mobility policy and people-centered street design. The Director of Engagement leads a team working to sustain a professional community that is values-aligned, movement-oriented, and equipped to deliver equitable outcomes in transportation.

The ideal candidate will excel at building authentic relationships, brings a commitment to advancing equity and anti-racism through city transportation policy and practice, has a keen understanding of how to catalyze groups of people to make collective change, and has a willingness or ability to identify and solicit the resources necessary to support the work. The role will be a member of our executive leadership team, working closely with the Director of Strategy and Director of Design, and reporting directly to the Executive Director.

Who we are

NACTO is a nonprofit association of 90 major North American cities and transit agencies, formed to exchange transportation ideas, insights, and practices and cooperatively approach national transportation issues. Our members include cities such as Philadelphia, Atlanta, New Orleans, and Houston, and transit agencies such as Portland Tri-Met and Chicago Transit Authority. Our mission is to build cities as places for people, with safe, sustainable, accessible, and equitable transportation choices that support a strong economy and vibrant quality of life. Our staff team is passionate, outcomes-oriented, and committed to challenging the status quo in transportation and raising the bar for city streets.

NACTO has experienced rapid growth in the past few years, from a network of two dozen cities a decade ago to nearly a hundred agencies today. As our organization and professional

community grows, we're seeking to continue to evolve our approach to engaging members and building a movement of changemakers in a way that is values-aligned and oriented towards equitable, sustainable outcomes. The Director of Engagement role is designed to spearhead our efforts to foster a professional community that centers justice and leads with imagination, positioning NACTO and our member city governments to continue to challenge the status quo in transportation policy and design.

Who you are

The ideal candidate will bring extensive experience building a movement, and a desire to sustain and foster NACTO's network of change-minded city transportation officials. You're motivated by the power of people to create change by working together, and you're passionate about creating the conditions for the professional transportation community to thrive. You drive towards outcomes, with a focus on the people who will get us there; you seek to achieve goals for equity and sustainability by building capacity among people working in public service.

We're seeking candidates with an understanding of the city transportation profession and the opportunities to advance equity and sustainability through city government action. Deeper expertise is strongly preferred, such as direct experience working in an operational city agency; a broad professional network in the field is a welcome bonus.

We're seeking candidates who are willing to solicit funds to advance the goal of safer, sustainable, equitable streets and cities; outstanding candidates will have experience and a proven track record of securing funds from both foundation partners and corporate sponsors.

To be successful in this job, you will excel in the following key areas:

- **Building a movement:** You have past experience convening individuals and/or organizations in service of collective action, and you are highly skilled at developing and implementing structures and strategies to keep people engaged and motivated to work together towards outcomes.
- **Relationship-building and emotional intelligence:** You're relational in your approach to work and your ability to build connections is a core part of how you operate. You are able to build trust with a wide range of people, including staff, partners, funders, and Board members, and across lines of race, gender, class and other identities. You're skilled at talking to people and learning about their needs and objectives, and you have demonstrated experience facilitating conversations and engaging multiple perspectives.
- **Embedding equity and inclusion:** You have a deep commitment to equity, inclusion, and anti-racism, and are committed to operationalizing these values in a professional network. You understand and are skilled at navigating issues and power dynamics around race, gender, and equity in transportation policy. You bring both a critical perspective and imagination to complex issues.

- **Strategic thinking and programmatic management:** You are able to think strategically and holistically about how we make change, and how we prioritize our work to achieve our desired outcomes. You're skilled at building frameworks for programmatic management with a keen ability to effectively manage staff who are managing projects. You're proactive and enthusiastic about identifying opportunities to have an impact. You can anticipate and identify challenges and drive solutions that work.
- **Fundraising:** You have experience seeking new sources of funding, soliciting corporate sponsorships, and building long-term partnerships with foundations and other supporters.

Responsibilities include:

- **Member engagement:** Direct and manage NACTO's member engagement strategy and practices, and the staff team implementing them, in service of maintaining a professional community that is values-aligned, movement-oriented, and equipped to deliver equitable outcomes in transportation. Build relationships with staff in NACTO member cities, learning about their work and continuously listening for ways that NACTO can support member city goals and initiatives. Lead strategic conversations about how to evolve membership structures and services; source methods for inclusive engagement and broadening/deepening our reach and connections within individual agencies; lead implementation and evaluation of these strategies over time. Provide guidance to NACTO staff who are responsible for individual peer network engagement.
- **Capacity building:** Direct strategy-setting and the implementation of tactics and tools to build knowledge and capacity within NACTO's membership, with the goal to build a movement of practitioners and champions who are equipped and ready to create positive change within their cities. Direct and manage a staff team who manage NACTO's capacity building portfolio, including workshops, trainings, affinity learning spaces, fellowships, and peer networking.
- **Annual conference:** Direct and manage a staff team who produce the annual Designing Cities conference, NACTO's most prominent vehicle for movement building, membership engagement, strategic communications, professional development, and peer-to-peer exchange. Lead conference fundraising, in partnership with the Executive Director.
- **Organizational leadership:** Serve on the executive leadership team, contributing thought partnership and strategic input on overall organizational direction and opportunities for impact. Exemplify NACTO's [values](#), helping to build and reinforce a strong internal culture and encouraging staff to collaborate, learn, and innovate together. Work closely with staff teams and members to coordinate and implement programmatic initiatives.
- **Employee management:** Direct and manage an engagement team of 4-6 staff (2 direct reports and 2-4 indirect reports), including the staff who: manage NACTO's membership affairs, produce events (including the annual conference), and implement workshops and capacity building programs. Support staff success and professional development;

build trust and accountability; deliver constructive feedback; and manage towards results.

Qualifications

NACTO does not have minimum requirements for education or professional experience. We encourage all candidates with relevant and differing experiences and professional backgrounds to apply. Generally, we expect qualified candidates would have the following baseline experience for a Director:

- 14 years of relevant professional experience; OR
- 12 years of relevant professional experience with an undergraduate degree; OR
- 10 years of relevant professional experience with a relevant master's degree

How to Apply

Send a cover letter and resume as one PDF file to hr@nacto.org with the subject "Director of Engagement." Resumes received by December 8, 2021 will receive first consideration, though this position is open until filled, and we encourage you to apply as soon as possible. No calls please.

NACTO is committed to workplace diversity and inclusion. We are equal opportunity employers and do not discriminate in hiring or employment on the basis of race, color, religion, national origin, gender identity, marital status, sexual orientation, age, disability, veteran status, or any other characteristic protected by federal, state, or local law. We offer competitive salaries based on a nonprofit scale and commensurate with experience. Benefits include accrued PTO and family leave; healthcare, dental and vision insurance; expanded disability and life insurance; retirement savings plan; and pre-tax commuter benefits.