

TRANSPORTATION MANAGER



City of
**Mountain
View**



THE COMMUNITY

Nestled between the Santa Cruz Mountains and San Francisco Bay, Mountain View is a diverse community with an estimated population of 83,601. Mountain View spans just over 12 square miles, encompassing more than 1,000 acres of parks and open space, including the 750-acre wildlife and recreation area known as Shoreline at Mountain View. In the heart of Silicon Valley, Mountain View is home to an attractive downtown area and the headquarters of many nationally and internationally known corporations, including Google, Microsoft, LinkedIn, Intuit, Waymo, and other major technology companies, as well as a thriving small-business sector. Mountain View has also quickly become a hub for autonomous vehicle and drone delivery ventures. While leading the region in innovation and ideas, Mountain View remains committed to the value of strong neighborhoods and community involvement.

The City of Mountain View prides itself on providing exceptional public services and facilities that meet the needs of a caring and diverse community in a financially responsible manner. In the heart of the City, Mountain View's vibrant and pedestrian-friendly downtown offers a wide range of attractions, including numerous restaurants and retail stores, cultural events, concerts, and a weekly farmers' market. The City has turned three blocks of downtown into a pedestrian mall, creating a great visitor experience. The Civic Center, built around Pioneer Park, has one of the finest performing arts facilities in Northern California, and a 60,000-square-foot, state-of-the-art Public Library.

Mountain View's 46 City parks and extensive trail system provide an array of opportunities for recreation and active living. Shoreline at Mountain View is a regional park with stunning views along San Francisco Bay, featuring an 18-hole golf course, sailing lake, restaurant, and 9.7 miles of trail. Shoreline Amphitheatre boasts an exciting concert season, bringing top-name performers to Mountain View.

The City has an impressive safety record and is regarded as one of the safest

and best places to live and work in the Bay Area. The community is served by excellent public and private schools and is in proximity to some of the best universities in the nation, including Stanford, Santa Clara University, UC Berkeley, UC Santa Cruz, San Jose State, and Carnegie Mellon-West.

CITY GOVERNMENT

The City of Mountain View is a forward-thinking, full-service city operating under the Council/Manager form of government. The seven Councilmembers are elected at large to staggered four-year terms, with elections held in even-numbered years. The Mayor and Vice Mayor rotate annually among the Councilmembers. Mountain View City Council has a well-earned reputation for demonstrating good governance, embracing innovation, taking the lead on challenging regional and state policy issues, working together with civility, and treating community members and City staff with respect and appreciation.

The Council has adopted a Strategic Plan to guide the City through the next two fiscal years, focusing on seven priorities: Community for All, Intentional Development and Housing Options, Mobility and Connectivity, Sustainability and Climate Resiliency, Livability and Quality of Life, Economic Vitality, and Organizational Strength and Good Governance.

The City Council appoints the City Manager, who implements the strategic direction and manages the day-to-day operations of the City government. The City Council appointed Kimbra McCarthy as City Manager in March 2020. Under her leadership, the City organization has undergone a positive transformation, with a specific focus on enhancing its excellent organizational culture, fostering effective governance, and embracing a continuous improvement mindset. City Manager McCarthy has increased the organization's staffing levels and empowered employees to take bold and strategic steps to evolve the organization and implement unprecedented new programs to serve the Mountain View community.

Mountain View's sound fiscal practices, strong budget discipline, and diversified revenue streams have enabled the City to maintain its AAA credit rating and remain resilient amid economic uncertainty. In fiscal year 2025-26, the City's expenditure budget is \$648.9 million, with over 712 employees citywide. The City is very intentional regarding maintaining a robust and vibrant organizational culture. This demanding yet rewarding environment is suitable for professionals who are at, or striving to be, at the top of their game, as this mid-size city performs more like a larger metropolitan municipality.

PUBLIC WORKS DEPARTMENT

The Public Works Department is responsible for a diverse set of programs and activities to protect and enhance the health, safety, and quality of life in our community. These responsibilities include:

- Planning, designing, reviewing, constructing, operating, maintaining, and improving the City's infrastructure.
- Managing the City's water, wastewater, and recycled water systems.
- Operating and maintaining the City's landfill post-closure systems to ensure regulatory compliance.
- Managing and implementing the City's annual Capital Improvement Program.
- Reviewing, permitting, and inspecting private development projects in the City's right-of-way.
- Conducting City transportation planning studies and implementing transportation policies and programs.
- Planning, designing, and implementing transportation operational improvements for the safe, efficient, and convenient circulation of vehicle, bicycle, and pedestrian traffic throughout the community.
- Maintaining City buildings and the City's vehicle and equipment fleet.
- Administering the City's Solid Waste and Real Estate Management programs.

The Department's crews, technicians, engineers, planners, managers, and other staff are proud of their contributions in making Mountain View such a great place to live, work, and visit.

MISSION STATEMENT

The Public Works Department provides high-quality, cost-effective services that ensure that the design, construction, maintenance, and operation of public infrastructure, facilities, and services are responsive to the needs of residents, businesses, and other City departments.

THE TRANSPORTATION AND BUSINESS SERVICES DIVISION & TRANSPORTATION MANAGER

The Transportation and Business Services Division reviews, analyzes, and evaluates City and regional transportation issues, studies, programs, and policies that impact the City, develops recommendations for improvements, serves as the liaison and advocates for City positions with County, regional, and State agencies, and provides support to the Council Transportation Committee and Bicycle/Pedestrian Advisory Committee. This division also provides departmental administration, real property management and acquisition of City properties, solid waste management and education, citywide fleet services, and maintenance of all City facilities.

The Transportation Manager, reporting to the Assistant Director of Public Works – Transportation and Business Services, will play a key role in advancing the City's strategic priorities with a focus on mobility and connectivity. They will join the Mountain View team to reimagine and set the vision for the City's approach to mobility, connectivity, and regional transportation.

The Transportation Manager serves as the staff liaison to the City's Bicycle and Pedestrian Advisory Committee (BPAC), which reviews all City projects involving bicycle or pedestrian improvements, including transportation, capital, and specific plans. This position makes presentations to the City Council and attends and/or represents the City in regional meetings, including the Santa Clara Valley Transportation Authority

(VTA) Technical Advisory Committee (TAC) and the Mountain View Transit Management Authority Board. The Manager also meets regularly with key staff throughout the City, attends division meetings, and attends the City's Design Review Committee meetings. In addition to leading, supporting, and mentoring a professional team of four, the Transportation Manager oversees the section's FY 26 budget of approximately \$6 million, manages agreements, and oversees development of grant applications, Requests for Proposals (RFPs), and the vendor evaluation process.

The Transportation Section's

Noteworthy Upcoming Projects/ Initiatives include:

- Implementing the Active Transportation Plan and Citywide Transportation Demand Management Ordinance
- Enhancing the City's Safe Routes to School program
- Continue the City's popular Mountain View Community Shuttle program

This position offers the opportunity to:

- Hire and build a Transportation Planning team and be involved in meaningful projects.
- Participate in citywide events, including Bike to Work/Anywhere events, City-sponsored Bike Rodeos, and Monster Bash.
- Work alongside bright, mission-driven colleagues in a dynamic environment that supports growth and innovation.
- Join a progressive City focused on innovation, continuous improvement, and tech-forward solutions



THE IDEAL CANDIDATE

The City seeks an action-oriented, experienced transportation professional with a record of making things happen and providing high-touch service. The ideal candidate will have exceptional interpersonal and communication skills, as well as a history of building strong relationships with community groups, regional partners, and colleagues. This experienced professional will be highly organized with strong time and project management skills and a record of aligning work with City goals and stakeholder needs.

The ideal candidate will be knowledgeable of typical city operations and a resourceful self-starter with high emotional intelligence. They will have experience making presentations to elected and appointed officials, engaging the community, and bringing diverse perspectives and priorities together to build consensus and a shared vision. As a results-oriented professional, they will bring a track record of successfully steering projects to completion. This empathetic, approachable manager will foster a positive work environment where employees are supported, given opportunities to grow, and have their achievements recognized.

This position requires five years of increasing responsible transportation planning or management experience, including at least two (2) years of supervisory or upper-level administrative experience, and a Bachelor's degree in transportation planning, urban planning, engineering, or a related field. A Master's degree in a related field may be substituted for one year of required experience. A California Driver's License is required.

COMPENSATION & BENEFITS

The standard salary range for this position is \$168,638 - \$252,957, with a control point at \$210,798. Appointment beyond the control point may be considered, depending on qualifications and experience. Salary growth after appointment is in accordance with pay-for-performance plan, and increases may be awarded annually for meritorious performance. The City also offers a highly competitive benefits package that includes the following:

Flexible/Hybrid Work Schedule: Flexibility will be offered for telecommuting or alternate work schedules after the successful candidate is established in the position, while recognizing the importance of visibility and relationship building for this role within the City organization and development community.

Retirement: 2.7% at 55 years of age for CalPERS classic members and 2% at 62 for CalPERS new members; employee contribution to CalPERS is 11.5% for classic members and 10.5% for new members for fiscal year 2025-26; with no Social Security deduction.

Vacation Leave: Up to 23 days, depending on years of service with Mountain View. Annual vacation cash-out program available.

Sick Leave: Accrues 12 days per year. An additional 8 hours of vacation leave is granted for each quarter when sick leave is not used.

Management Leave: Accrual up to 10 days per fiscal year (80 hours); payout at the end of the fiscal year if not used.

Deferred Compensation: A deferred compensation plan is available for voluntary employee contributions with a one-time contribution of \$2,500 for employees on January 1, 2026, and January 1, 2027.

Health Insurance: The City offers a choice of four medical plans (two HMO plans, one HDHP/HSA, and one PPO) through Health Net and Kaiser. The City pays the full premium for the employee's vision coverage and full dental premiums, plus a significant portion of the dependent

coverage. Short and long-term disability, life, and accidental death and dismemberment insurances are provided and paid for by the City.

Wellness: Wellness-minded culture includes access to an on-site employee gym and incentive pay for participating in the City's wellness program.

Paid Parental Leave: Up to 8 weeks paid leave for the birth, adoption, or fostering of a child.

Commute Incentives: Up to \$150/month City contribution for mass transit expenses, with \$10/month minimum employee contribution, and a bicycle commute incentive.

Tuition Reimbursement: Up to \$2,000 in tuition reimbursement for education advancement annually, with a one-time opportunity for up to \$20,000 for the completion of a job-related bachelor's or master's degree or approved leadership program.

Retiree Health Plan: Employees can participate in a defined benefit or a defined contribution retiree health plan.

Housing: Low-interest loan options are available to assist with purchasing a primary residence in, or within a 10-mile radius of, Mountain View.

Relocation: Relocation assistance may be provided.

Other Benefits: City offers an Employee Assistance Program (EAP), IRS Section 125 flexible benefits, and pretax childcare.

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **11:59 pm on Monday, January 19, 2026**. To be considered for this opportunity, upload a compelling cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com. This is a confidential process and will be handled accordingly throughout its various stages.

TB&CO.

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After the closing date, the consultants will conduct preliminary interviews with applicants who have the most relevant qualifications. Candidates deemed to be the best qualified will be invited to participate in additional interviews and a meeting with the Public Works Director and Assistant Director. The City anticipates making an appointment in a timely manner, once negotiations, background, and reference checks are completed. Please note that references will not be contacted until mutual interest has been established.

