

CHIEF TRANSPORTATION OFFICER

A rare opportunity to shape the future of mobility and connectivity in one of California's most dynamic and forward-thinking cities.



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 headquarters of many nationally and internationally known corporations, including Google, Microsoft, LinkedIn, Intuit, Waymo, and other major technology companies, along with 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 values 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 that directly connects to the Mountain View Transit Station, providing easy access to a great experience for visitors. 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 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.

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 combines the culture of a small city yet 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.

CHIEF TRANSPORTATION OFFICER

The City of Mountain View is creating a new Chief Transportation Officer (CTO) position and a dedicated Transportation Division to elevate the City's transportation network and advance one of its highest strategic priorities—Mobility and Connectivity. This newly established high-level management role reflects the City's strong commitment to delivering transformative, community-centered transportation solutions that support a safe, sustainable, green, and highly connected future.

Reporting directly to the Public Works Director, the Chief Transportation Officer will lead the newly formed Transportation Division, which includes both Transportation Planning and Traffic Engineering functions. With a team of 10 talented staff and a \$5.6 million budget, the CTO will oversee division operations including: transportation planning, traffic engineering, shuttle operations, traffic

Upcoming Priority Projects

- Objective Design Standards
- Complete Green Streets
- Community Shuttle Service Plan
- Active Transportation Plan Implementation
- Transportation Demand Management
- Rengstorff Grade Separation Funding Strategy
- Moffett and Downtown Precise Plans

safety programs, signal operations, roadway geometry, grant funding, and the implementation of major mobility initiatives.

This position will also focus on the City's entire transportation ecosystem and how parks, trees, biodiversity, art, and design connect with how people experience our streets and roads. Updating the City's objective design standards and creating complete green streets are critical to this effort.

This is a rare opportunity to help design and shape an entirely new division from the ground up. The CTO will build and mentor a high-performing team, fill critical vacancies, establish operational priorities, and guide the successful implementation of high-impact projects that directly improve the daily lives of residents, businesses, and visitors. With transportation projects representing nearly one-third of the City's Capital Improvement Program, this role offers exceptional visibility, meaningful resources, and strong support from City leadership and the community.

A UNIQUE OPPORTUNITY

This is an exceptional opportunity to create and lead a new division in one of the most dynamic cities in California. Mountain View offers the rare chance to shape transportation strategy at a high level while working in a collaborative environment with strong support from City Council, executive leadership, and an engaged community.

For a transportation leader who wants both strategic influence and tangible community impact, this is a career-defining opportunity to build something lasting, innovative, and meaningful.

THE IDEAL CANDIDATE

Mountain View seeks a strategic transportation professional with deep technical expertise and a progressive approach to transportation management. The ideal candidate will bring broad experience in transportation planning, traffic engineering, policy development, and project delivery within a municipal environment, along with the leadership skills necessary to guide a newly formed division through a critical period of growth and transformation.

The successful candidate will be a credible and approachable leader who combines technical excellence with strong emotional intelligence and exceptional communication skills. They will be equally comfortable presenting to City Council, collaborating with regional agencies such as VTA, engaging with the Bicycle/Pedestrian Advisory Committee, and building meaningful relationships with residents, businesses, and community groups. This experienced professional will understand how to navigate complex public processes, balance divergent priorities, and bring stakeholders together to achieve consensus and shared success.

This individual will be highly adaptive, resourceful, and action-oriented, someone who can establish a long-range vision while also ensuring projects move forward efficiently and effectively. They will be current on evolving transportation trends, emerging technologies, and the use of modern technology such as AI and data-driven tools to improve transportation systems and service delivery. Most importantly, they will be excited by the opportunity to lead, shape, and inspire a new team in one of the Bay Area's most future-focused communities.

KEY ATTRIBUTES & CHARACTERISTICS

Strategic and Visionary Leader

Brings the ability to develop a clear long-range vision for Mountain View's transportation future, as well as the greening of the transportation network, while successfully executing complex, high-priority initiatives in a dynamic public sector environment.

Transportation and Traffic Management Expertise

Possesses strong technical credibility and broad knowledge of transportation planning, traffic engineering, mobility programs, traffic safety, and modern transportation best practices.

Collaborative Relationship Builder

Develops strong partnerships across departments, with City leadership, elected officials, regional agencies, businesses, and residents through trust, responsiveness, and professionalism.

Exceptional Community Engagement Skills

Thrives in a highly engaged environment and communicates effectively with diverse stakeholders, facilitating productive discussions and building consensus among competing interests.

Strong Team Builder and Mentor

Creates a positive, motivated, and high-performing team culture by supporting staff development, fostering collaboration, and bringing together professionals with diverse technical backgrounds.

Innovative and Forward-Thinking

Stays current on industry trends, emerging technologies, greening ideas, and evolving mobility solutions, including the use of AI and smart transportation tools to improve service delivery and operations.

Adaptive and Results-Oriented

Demonstrates initiative, flexibility, and sound judgment in ambiguous situations while maintaining focus on delivering measurable outcomes and advancing critical projects.

QUALIFICATIONS

This position requires five years of increasing responsible experience in transportation management, transportation planning, traffic engineering, or related functions, with broad knowledge of local government principles, issues, and processes, three (3) years of which must have been at a supervisory or management level, and a Bachelor's degree in engineering, planning, or a related field. Experience working for a municipality and a Master's degree in a related field is highly desirable.



APPLICATION & SELECTION PROCESS

The closing date for this recruitment is midnight, **Sunday, July 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.

COMPENSATION & BENEFITS

Effective July 2026, the standard salary range for this position is \$206,485 - \$309,728, with a control point at \$258,106. 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:

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.

Holidays: 13 fixed paid holidays and 1 floating holiday.

Deferred Compensation: A deferred compensation plan is available for voluntary employee contributions with a one-time City contribution of \$2,500 for employees on 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 vision coverage and full dental premiums for the employee plus a significant portion of dependent coverage. Short and long-term disability, life, and accidental death and dismemberment insurances are provided and paid for by the City.

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 community.

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 and fully subsidizes an Employee Assistance Program, life insurance up to \$600,000, as well as a long and short-term disability benefit plan. Voluntary employee paid benefits include a pre-tax Flexible Spending Account for qualified IRS Section 125 expenses and pretax childcare, pet insurance, and additional life insurance coverage for employees and their dependent(s).



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After the closing date, the consultants will grant preliminary interviews to applicants with 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. 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.

