



Seeking an Executive Director for BSOOB Transit in Southern Maine - November 2024

Opportunity

Are you a visionary leader passionate about public transit and community development? Biddeford Saco Old Orchard Beach (BSOOB) Transit seeks an exceptional Executive Director to lead and elevate our organization, which is primed for transformation and growth. Our service area, in the vibrant and rapidly expanding region of southern coastal Maine, is experiencing a shift towards sustainable public transportation solutions fueled by significant development and a population with evolving transit preferences.

With the state's largest city of Portland, Maine in proximity, the opportunities for BSOOB Transit are not just significant; they are transformative. The successful candidate will not just strategically position BSOOB Transit but will also be a key player in shaping the future of public transit in our three communities and the region. This role is ideal for a leader skilled in collaboration who thrives on fostering internal and external support to drive success.

Learn more about the organization by visiting www.sacomaine.org/bsoob.

Compensation and Benefits

The salary range for the position is \$95,000 - \$125,000 commensurate with education and experience. BSOOB Transit offers great benefits including an employer match to a Mission Square 457 retirement plan, a choice between two health insurance plans, dental and vision, life insurance, vacation, sick, and holiday pay, and the other benefits available to BSOOB transit employees included in the benefits excerpt provided here: www.sacomaine.org/bsoob.

Key Responsibilities

- **Strategic Leadership and Vision:** The Executive Director must set a clear vision for the organization, aligning transit operations with regional transportation goals and community needs, as well as the organization's mission, operations, and growth strategy. The Executive Director should also drive innovation in service offerings and prepare the agency for future challenges.
- **Operational Expertise in Transit Systems:** Drive initiatives to increase ridership and meet key performance benchmarks. Possess a deep understanding of transit operations, including scheduling, route planning, maintenance, and fleet management, is critical. Knowledge of regulatory standards, safety protocols, and best practices in transit operations would be necessary.
- **Financial Acumen and Budget Management:** Oversee financial management, grant administration, and budgetary processes with precision and transparency. The ideal candidate must possess skills in managing budgets, securing funding, and optimizing

resources. The Executive Director must ensure that operations remain financially sustainable, balancing costs with high-quality service delivery.

- **Stakeholder Engagement and Communication:** Strengthen strategic partnerships with other transit providers to best serve the region. Ability to work effectively with various stakeholders, including local government officials, community organizations, and the public. Strong communication skills to advocate for the agency's needs, address community concerns, and promote public transit benefits are also necessary.
- **Data-Driven Decision-Making and Problem-Solving:** The role requires using data and analytics to make informed decisions, optimize service efficiency, and improve customer satisfaction. An Executive Director must be adept at identifying operational issues and implementing practical, result-oriented solutions.

Position Qualifications

Education: Bachelor's degree in public administration, transportation management, urban planning, business administration, or a related field (master's degree preferred).

Experience: A minimum of seven years of progressive leadership experience in public transportation or a similar industry, with a strong background in operations management, strategic planning, and compliance.

Industry Knowledge: In-depth knowledge of federal transit regulations, NTD, TrAMS, Triennial Reviews, and other regulatory requirements, as well as transit operations, safety, and customer service best practices.

Skills and Abilities: Strong leadership and communication skills, financial acumen, and the ability to work effectively with diverse stakeholders, including government officials, community members, and employees. Experience managing in a union environment, including discipline, arbitration, and contract negotiations. An ability to develop and implement a long-term strategic plan aligned with organizational goals and community needs. Possess a commitment to enhancing public transit's role in the community and addressing the needs of diverse populations. Ability to lead through change and navigate complex challenges with a proactive, solutions-oriented mindset.

Application Process

Don't miss the opportunity to become a driving force behind public transit's evolution in southern coastal Maine. A complete application will include a resume, cover letter, and three professional references. The application review process will begin at noon on Friday, December 20th, and candidates who are selected will be invited to participate in a panel interview (in-person or virtual can be accommodated for the first round). You can also visit www.sacomaine.org/apply to apply today!