

# Director of Transportation

City of Durham, North Carolina



Durham is undergoing a dramatic transformation. We're transforming city government, too.

We seek an exceptional, creative leader with a passion for customer service to take our **Transportation Department** to the next level.

# LEAD THE transformation



# CITY ON THE move

A decade ago, American Tobacco Campus was an eyesore of abandoned tobacco factories in downtown Durham.

Today it's a vibrant Class A office, entertainment and residential complex recognized nationally as the definitive example of historic redevelopment.

It's one of many visible symbols of the cultural and physical renaissance under way in Durham thanks to visionary, committed public and private partners working collaboratively to move our city forward.

The redevelopment continues at a breathtaking pace.

That spells opportunity for talented, innovative professionals with great ideas who want to make a difference – and make their mark – improving city operations to serve our community and our future.

But opportunity is only part of the package.

You'll also find:

- a vibrant, innovation-based economy,
- an exceptional quality of life,
- strategic, effective government,
- strategic City leadership,
- and a great place to work.

We're on the move. If you are, come to Durham and help lead the transformation.

## fast facts

- Since 2010, City investments have leveraged 4-1 in private investment for transformative projects in Durham





# vibrant ECONOMY

Durham is located in the Research Triangle Region of North Carolina, home to Research Triangle Park and one of the most economically competitive regions in the world.

Research and development from our region's three major research universities – Duke University in Durham, North Carolina State University in Raleigh and the University of North Carolina at Chapel Hill – and our many private and federal labs have fueled business and economic growth here for more than half a century and made the region a world leader in life sciences, information technology and clean technology.

Durham is home to North Carolina Central University, the nation's first public liberal arts institution for African Americans, now a major center for biotech and biomanufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce.

Consistently ranked among the top places to live, work and play, we're a magnet for talent, which helps attract innovative companies working in high-growth industries.

Durham, the "City of Medicine," has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. More recently, we've become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of American Underground, a startup incubator and accelerator.

Meanwhile, all of downtown Durham is undergoing a dramatic transformation due to City investments a decade ago to build a premier performing arts center and new Durham Bulls baseball stadium. Private investors have stepped up, redeveloping former tobacco and textile warehouses and historic buildings in many parts of the city into trendy, mixed-use developments filled with cool housing options, restaurants, artist studios, retail spaces and small businesses.

**"Where the Good Jobs  
Will Be, 10 Years From  
Now"**  
The Atlantic Cities

**Top 10 Up and Coming  
Cities for Entrepreneurs**  
Forbes

**Google Fiber city and  
part of North American  
Google for Entrepreneurs  
Tech Hub Network**

## TOP PRIVATE EMPLOYERS

- Duke University & Health System
- IBM
- GlaxoSmithKline
- Blue Cross Blue Shield of North Carolina
- Quintiles Transnational
- RTI International
- Fidelity Investments
- Cree
- AW North Carolina



8 of the South's Best Foodie Cities  
Deep South Magazine

11 Southern Towns You're Forgetting About But Shouldn't  
The Huffington Post

# EXCEPTIONAL quality of life



The New York Times  
dubbed the Durham-  
Raleigh area  
North Carolina's axis of  
cool.

Multi-cultural, smart and edgy, we're North Carolina's fourth-largest city, with no ethnic majority and a Southern urban culture that welcomes newcomers and embraces diversity.

Our East Coast location, nearby mountains and beaches, mild climate and four distinct seasons allow outdoor living and recreation year-round. It's a good thing, because there is much to do.

Spend your spare time enjoying Durham Bulls triple-A baseball, Duke basketball, more than 300 restaurants, 40 annual festivals, 100+ parks and outdoor recreation areas and our art and science museums.

Cultural events abound, including American Dance Festival, Art of Cool, Full Frame Documentary Film Festival and others that attract international crowds.

Durham Performing Arts Center regularly posts one of the highest attendance rates of theaters throughout the country.



"Did we  
mention  
the food?"

## fast facts

- 108 square miles
- 243,000 people
- 48 percent hold college degrees
- Affordable cost of living compared to other high-tech hotspots





# STRATEGIC government

## Our Vision

Durham is the leading city in providing an excellent and sustainable quality of life.

## Our Mission

To provide quality services to make Durham a great place to live, work and play.

## Our Goals

Strong & Diverse Economy  
Thriving, Livable Neighborhoods  
Stewardship of City's Physical Assets

Safe & Secure  
Community  
Well-Managed City

## We Value

Integrity  
Teamwork  
Our Employees

Customer Service  
Leadership  
Open Communication

## fast facts

- Manager-Council form of government
- \$389.9 million annual budget
- 2,230 employees
- AAA bond ratings from Moody's, S&P, Fitch
- High degree of employee engagement

## Council Members



Bill Bell, Mayor



Cora Cole-McFadden,  
Mayor Pro-Tem



Eddie Davis



Jillian Johnson



Don Moffitt



Charlie Reece



Steve Schewel

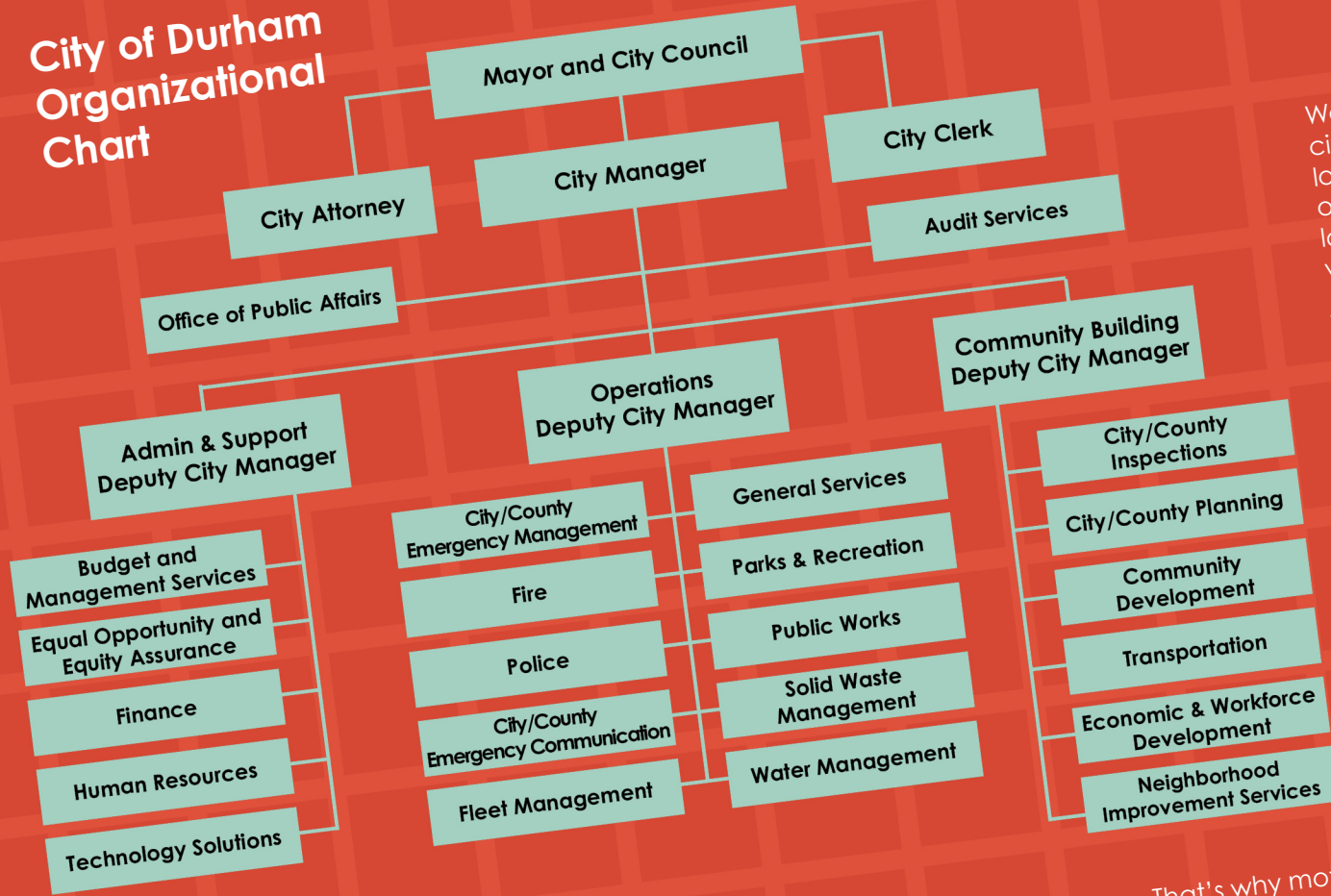
## City Manager



Tom Bonfield



# City of Durham Organizational Chart



We Durhamites love our city – you might say we're loyal to a fault – and most of us plan to stay a very long time. So our future is very important.

That's why businesses, government, academics and nonprofits routinely work together here. We leverage our collective brain power and resources to solve problems and pursue opportunities in creative, collaborative ways.

City government drives that process – identifying issues, convening groups to examine them and facilitating solutions and community innovations.

That's why motivated, strategic leaders can make a difference in Durham, and make their mark, visioning and implementing innovations that shape our future.

# STRATEGIC leadership



A strategic focus, passion for public service, collegial atmosphere and award-winning results combine to make the City of Durham a great place to work.

It starts with **management**. Our council-manager form of government provides stability and professional management that enhances long-term planning and results.

Next comes **strategy**. Our Strategic Plan and Performance Management System Dashboard guide decision-making, work and resource allocation for staff, administration and Council. That gives administrative leaders clear direction and support to move their service areas forward.

Finally, **service**. Our Culture of Service Initiative focuses employees on service – to self, to co-workers and to the community. It creates a collaborative workplace where staff members feel valued, co-workers help you succeed and citizen needs are met.

The result: **innovative programs** and **services** that deliver stellar customer service and quality work as well as national and international acclaim.

Durham is one of only 40 U.S. cities that maintains **top-level AAA debt ratings** from all three major rating agencies – Moody's, Standard & Poor's and Fitch.

We've received **top awards** for performance management, engaging citizens, technology innovations, community development, our green fleet of vehicles and Park+, our parking management analysis tool.



# GREAT PLACE TO work

**"People here really want to make a difference, and want you to succeed, too."**

**Regina Youngblood**  
Director, Human Resources





# position: Director of Transportation

The Durham Transportation Department is one of 25 City departments and employs more than 60 dedicated employees. The vision of the Durham Transportation Department is to strengthen the foundation, enhance the value, and improve the quality and sustainability of neighborhoods that are necessary for a strong and diverse community.

## Director Responsibilities

The Transportation Department leads planning functions for the Durham-Chapel Hill-Carrboro Metropolitan Planning Organization (DCHC MPO), which plays an integral role in funding, enhancing and expanding transportation infrastructure in Durham as well as other communities in the region. The provision of a sound transportation system is critical to maintaining a strong economy. This position directs the planning, operational and service functions of the City's Department of Transportation including the operation, maintenance and construction of the City's traffic control infrastructure, street lighting, multi-modal transportation planning, traffic engineering, and development review functions; leading planning agency service functions for the Metropolitan Planning Organization; regulating the City's passenger vehicle for hire program; and contractual management of the City's off-street parking facilities, fixed route bus and para-transit services. Other duties include establishing work programs, departmental priorities, changes to improve departmental effectiveness, and overseeing budget preparation; leading professional staff and managing the operations of the department; partnering with local, regional and state agencies on transportation related matters; and ensuring customer satisfaction.

## Required Education & Experience

The ideal candidate will possess a bachelor's degree in Architecture, Engineering, Public Administration, Construction Management, Business Administration or related field, an appropriate advanced degree is desirable. Candidates should have a minimum of nine years of related experience including progressively responsible public sector management and supervisory experience with six years of experience in traffic engineering and operations, transportation planning, parking facility operations, and transit and passenger services. Work requires managing and monitoring work performance of a department including evaluating program/work objectives and effectiveness, establishing broad organizational goals and realigning work and staffing assignments for the department. Preferred qualifications are a Master's Degree and an NC Professional Engineer Registration.

## Compensation & Benefits

The proposed hiring range for this position is \$93,600 - \$149,759 annually. Starting salary will depend on experience and qualifications. The City provides an excellent benefits package. Visit [www.durhamnc.gov/HRbenefits](http://www.durhamnc.gov/HRbenefits) to learn more.

## Apply

This position is open until filled. The first review of applicants will take place in early April. To apply, submit a cover letter and resume to: [Durham\\_DOT@polihire.com](mailto:Durham_DOT@polihire.com). This position requires relocating within the corporate city limits of Durham within 18 months of appointment.

**We Value Diversity.** The City of Durham is an Equal Opportunity Employer.





# COME TO DURHAM AND HELP LEAD THE transformation



## LEARN MORE

Durham City Government  
Living in Durham  
Business Community

[durhamnc.gov](http://durhamnc.gov)  
[durham-nc.com](http://durham-nc.com)  
[durhamchamber.org](http://durhamchamber.org)

Photos courtesy of Advanced Aerial Photography, American Dance Festival, American Tobacco, City of Durham, Durham Convention and Visitors Bureau, MELTECHFOTO, Mel Brown, Bruce R. Feeley, Heather Jacks, Jesse Turner, Stewart Waller