

Raleigh, North Carolina, is seeking candidates to serve as the

Director of Transportation



Raleigh



The City of Raleigh, North Carolina, invites qualified candidates to apply for the City's Director of Transportation position. The City and this position offer a rare opportunity for a strong leader to institute and promote innovation, particularly in multi-modal planning and operations. The new director will need to demonstrate the capacity to oversee major services such as the transit and parking system; the City's road and infrastructure maintenance needs; and planning and engineering for a successful transportation system in a challenging and rapidly growing community.

City Profile

During the past 30 years, growth in Raleigh – and the surrounding Research Triangle Region – has consistently and significantly outpaced the nation's growth. Fueled by an impressive mix of education, ingenuity, and collaboration, North Carolina's capital city has become an internationally recognized leader in life science and technology innovation. It also happens to be a really nice place to live.





The Community

Raleigh, North Carolina, is one of the fastest-growing cities in the nation and the state's second-largest city only behind Charlotte, located just over a 2.5-hour drive away. Raleigh covers more than 149 square miles and is home to a growing and diverse population of about 500,000 residents.

The City of Raleigh is both the county seat of Wake County and the capital of North Carolina. Known as the "City of Oaks" for its tree-lined streets, Raleigh is situated in the heart of North Carolina's Piedmont region, centering residents between the sandy Atlantic beaches and the Great Smoky Mountains. Raleigh, Chapel Hill, and Durham form the Research Triangle Park, which was founded in 1959 as model for research, innovation and economic development. It is now the largest research park in the nation. The Raleigh-Durham-Chapel Hill combined statistical area, which encompasses Raleigh and surrounding counties including Wake, Durham, and Orange, has a population of almost 2.4 million people.

The region is home to more than a dozen higher education institutions, contributing to a city abundant in educational opportunities and talent. The Wake County Public School System works to contribute to this talent pipeline, setting a goal to achieve at least 98-percent graduation rate by 2028 and preparing students for productive citizenship, as well as higher education or a career.



Raleigh is consistently rated one the best cities in the United States for jobs with a diverse array of opportunities. The top ten employers within the city include:

- State of North Carolina
- Wake County Public School System
- Wake Med Health and Hospitals
- North Carolina State University
- Rex Healthcare
- City of Raleigh
- North Carolina Department of Health and Human Services
- Duke Energy Progress
- Wake County Government
- Wake Technical Community College

National Recognitions

The mild climate, diverse work force and proximity to the Research Triangle Park combine to make Raleigh a great place to live, work, play and learn. This is evident in the frequent accolades of the City. Learn about some of the [national recognitions](#) for Raleigh.

Form of Government

The City of Raleigh operates under a charter-mandated council-manager form of government. The City is governed by a mayor and seven City Council members. The mayor and two council members are elected at large; the remaining five council members are elected from five districts within the City. All have an equal vote. The mayor and council members currently serve two-year terms, though they all are transitioning to four-year terms over the next two election cycles. The City Council establishes policies, enacts ordinances, approves the City budget, and appoints the city manager, city attorney, and city clerk. The city manager administers the daily operations and programs of the City through the department directors, other staff members, and employees with the assistance of four assistant city managers. The transportation director reports to their assigned assistant city manager but will work closely with the entire City Manager's Office team.

Mission Statement

To build a stable platform of evolving services for our community through which we champion positive and sustainable growth and realize visionary ideas for all.

City of Raleigh Strategic Plan

The City of Raleigh is currently in its second year of the FY2026-2029 Strategic Plan. The Strategic Plan's seven key focus areas reflect the key components that support the current and future identity and character of the City. The plan contains citywide objectives and strategic initiatives

needed to support the key focus areas. Members of the city's management team are part of the greater conversation as to how resources and work efforts are directed towards meeting and supporting those objectives and initiatives. Raleigh's strategic planning efforts also include performance management, which assists the City with using its resources more effectively by illuminating successes and challenges. The seven key focus areas are:

- Community safety
- Economic development and innovation
- Environmental resilience
- Housing
- Organizational excellence
- Quality of life
- Transportation and transit

Toward this end, the City values open and transparent government, offering an online portal where residents can access several dashboards that demonstrate the City's progress. An engaged community is also important to the City to help gather input on a wide range of issues impacting the overall quality of life. As the City continues to grow, leaders understand it is important to strategically plan for the future. The City works hard to use technology to enable government and residents to work together on real-world initiatives that tackle the pressing issues facing our community.

Vision Statement

To pursue world-class quality of life by actively collaborating with our community towards a fulfilling and inspired future for all.

Department Profile

Raleigh's Department of Transportation oversees all aspects of transportation infrastructure services including multi-modal transportation planning, asset management and operations, and maintenance services. The department partners closely with the Engineering Services Department to deliver transportation improvement projects identified in the City's Capital Improvement Plan.

The Transportation Department consists of about 300 innovative and service-focused teammates organized into four primary divisions:

- **Administration**
- **Transit, which includes:**
 - GoRaleigh Transit Services
 - GoRaleigh Access (paratransit services)
 - Transit and Capital Project Planning
 - Raleigh Union Station Management
- **Transportation Maintenance, which includes:**
 - Highway Maintenance
 - Downtown Maintenance
 - Street Maintenance
 - Storm Drainage Maintenance
- **Infrastructure Services, which includes:**
 - Mobility, Strategy, and Infrastructure
 - Business Intelligence Unit
 - Land Development
 - Traffic Engineering
 - Civic Places
 - Parking



The Department operates with a \$152M budget, which includes two enterprise operations, Parking Services and Transit Services. Parking has experienced significant revenue shortfalls in the post-COVID/work-from-home environment. Transit Services makes up more than half of the department's budget and has significant support through Wake Transit Plan Tax revenues for increases in service frequency improvements and expansions.

Transportation Policies and Goals

The adoption of transportation and transit as one of the seven key focus areas in the City of Raleigh's Strategic Plan demonstrates City Council's and the community's priority of this subject. While there are six specific initiatives to advance transit and transportation, the general themes of the strategic plan include:

- Improving transportation system safety for all users
- Aligning land use planning and transportation strategies and investments
- Creating greater community and systems resilience
- Enhancing the transportation system to build community and reduce reliance on single occupancy vehicle trips

The City's Comprehensive Plan, adopted in 2009 and currently in the process of an update, reinforces many of these similar themes. The opening statements of that plan's transportation element states, "The City of Raleigh recognizes the importance of developing a balanced, efficient, multi-modal transportation network that minimizes impacts to the environment and reinforces the livability of neighborhoods." Though a more expansive list of key transportation issues is included in the plan, some key issues include:

- Traffic safety for all users is critical for healthy, vibrant communities
- Recognition that road widening and new facilities will not be sufficient to address growing congestion
- Additional transit, bicycle, and pedestrian investments are necessary to accommodate future growth and to create desirable, walkable communities
- Investments in increased transit services are critical to provide a viable, attractive transportation alternative and to mitigate traffic congestion
- Neighborhoods value their quality of life, and tools such as sidewalk construction and traffic calming continue to be an important issue
- Coordination and collaboration between the City, North Carolina Department of Transportation (NCDOT), Capital Area Metropolitan Planning Organization (CAMPO), and other public and private organizations are critical to expeditiously delivering solutions to transportation issues



Key Initiatives and Opportunities

Several key policy discussions and investments are currently underway including:

- Implementation of the Wake County Transit Plan, including:
 - Implementation of three Bus Rapid Transit (BRT) corridors, the first of which is currently under construction
 - Finalization of a Major Investment Study for a 4th BRT corridor
 - Implementation of increased transit service levels through the addition of both routes and frequency
- Continuation of collaboration and development of regional transit projects such as NCDOT's "S" Line and other inter-city rail projects
- Construction of the combined GoRaleigh/Wake Transit paratransit facility
- Review of the GoRaleigh transit station and system to address safety and experience quality for transit users, operators, and the surrounding community
- Development and implementation of 2024 transportation bond projects and programs, and completion and close-out of 2017 transportation bond projects
- Implementation of Vision Zero program and projects
- Accelerated investments in sidewalks, bicycle facilities, and bus amenities
- Ongoing refinements to the City's Neighborhood Traffic Management Policy
- Signal system upgrades and innovation, including innovations and initiatives to improve safety, efficiency, and on-time transit performance
- Numerous corridor and project development plans, and advanced planning for future capital improvement projects
- Completion of updates to the Downtown Parking Plan, and on-going implementation of parking equipment modernization in downtown parking assets
- Managing the transportation network for continuing growth



Candidate Profile

The City of Raleigh seeks an innovative and forward-thinking transportation leader who will advance the City and the Transportation Department. The new transportation director is responsible for the direction, control, and administration of all functions of the department. The new director will:

- Guide and direct the implementation of operations and programs of the department
- Assess community and City needs and provide strategic planning for the future
- Coordinate, administer, and evaluate programs, processes, systems, standards, and/or services
- Prioritize and direct projects and initiatives in alignment with organizational strategy, mission, and vision
- Ensure compliance with applicable regulations, standards, policies, and procedures

The new director will also possess a thorough knowledge of modern design, planning, and related principles and practices of construction, design, and project management activities. The director will also possess knowledge of transit system design, management, and operations.

As a member of the City's management team, it is important for candidates to have:

- Demonstrated track record of responsive and timely communication skills
- Strategic and political acumen, tact, and diplomacy
- Strong decision-making and problem-solving skills
- Leadership skills

The new director will have the ability to listen well and effectively communicate and engage with various audiences and interests. The candidate will effectively advocate for the City's interests by recognizing and advancing opportunities between private development, other transportation organizations, and City capital projects. The candidate will also possess the ability to establish and maintain effective working relationships with City officials, staff, external agencies, and the public. High-quality internal and external customer service is valued, including proactively identifying and resolving service deficiencies. The new director also will demonstrate skills in developing staff and a healthy organizational culture, in dealing with conflict, developing consensus, and facilitating change.

Education and Experience

Candidates must possess any combination of education and/or experience that provides the knowledge, skills, and abilities to be successful in the role, such as a bachelor's degree in urban planning, transportation planning, traffic engineering, civil engineering, environmental engineering, traffic engineering, public administration, or related fields. A graduate degree or profession certification such as a Master of Science (MS), Master of Public Administration (MPA), Professional Engineer (PE), or American Institute of Certified Planner (AICP) is preferred. Public sector experience is preferred. Applicants may substitute an equivalent combination of education and relevant experience to successfully perform the essential duties of the job.

Compensation and Benefits

The City of Raleigh plans to offer a competitive salary within the range of \$152,453 - \$243,904 and benefits that are commensurate with the successful candidate's qualifications and experience. When you join the City of Raleigh's work family, your benefits are an important part of your "total rewards." The City provides a comprehensive benefits package as part of the total rewards program to support employees through important events in their life, to enhance their life outside work, and to help them plan and prepare for the future. The City also participates in the North Carolina Local Government Employees' Retirement System (NCLGERS). More information on the City of Raleigh benefits can be found on the [Pay and Benefits](#) page.



Application and Selection Process

Qualified candidates should submit their cover letter and resume online at governmentjobs.com/careers/raleighnc. This position is open until filled; however, interested applicants are strongly encouraged to apply no later than Nov. 20, 2026, which is when the first review of applicants will take place. Applications will be screened against criteria outlined in this brochure and the related job posting. On-site interviews with the City of Raleigh will be offered to those candidates named finalists, with reference checks, background checks, and academic verification conducted after receiving candidates' consent. A pre-employment screening to include controlled substance tests will be conducted by the City.



Raleigh

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