

Deputy Director Department of Transportation

Salary - \$137,988.86 - \$241,480.51 Annually

Location - FAIRFAX (EJ03), VA

Job Type - FT Salary W BN

Job Number - 25-00250

Department - Transportation

Opening Date - 01/25/2025

Closing Date - 2/14/2025 11:59 PM Eastern

Pay Grade - M05

Posting Type - Open to General Public

To apply: <https://www.governmentjobs.com/careers/fairfaxcounty/jobs/4797040/deputy-director-department-of-transportation?keywords=deputy&pagetype=jobOpportunitiesJobs>

Job Announcement

Since 1977, the Fairfax County Department of Transportation (FCDOT) has been at the forefront of transforming our community. We are committed to enhancing mobility, safety, and the quality of life for residents, businesses, and visitors. Our mission is to plan, coordinate, fund, implement, and sustain a cutting-edge multimodal transportation system that meets the dynamic needs of Fairfax County.

FCDOT is seeking an experienced and innovative individual to assist in leading Virginia's largest local transportation agency, including 180+ team members, and support ongoing efforts to build a world-class transportation system. Given rapidly evolving transportation needs in a dynamic and diverse community, the Deputy Director position requires considerable knowledge of the theory and practice of transportation, public administration, budgeting, financial management, organizational management, and regulatory requirements, as well as experience managing multi-disciplinary teams in a complex, multi-faceted transportation agency.

Responsibilities Include:

- Serves in a leadership role to fulfill FCDOT's mission, vision and values, as well as implement the Board of Supervisors' policies;
- Oversees one or more of the following independent sections: Administrative Services and Marketing/Communications, and, based on department needs, three or more of the following divisions: Coordination and Funding; Site Analysis and Transportation Planning; Transportation Design; Active Transportation, Capital Projects, and Traffic Engineering; Transit Services; and Special Projects. In addition, the position may also supervise the department's Equity Diversity and Inclusion Manager. Supervision of these groups includes both financial management and human resources tasks;
- Assists the Director in planning, funding, developing, designing and implementing multimodal transportation projects and providing transit services;
- Assists the Director in overseeing reviews of the transportation aspects of development proposals, the implementation of transportation demand management and marketing strategies, and the operation of an over 300-bus transit system;
- Monitors operational and fiscal performance of all FCDOT organizational units and takes appropriate actions to sustain and improve organizational performance, including recommending and implementing appropriate changes to priorities, policies and business processes;

- Represents FCDOT, either as assigned or in the absence of the Director, at meetings with elected officials and/or their offices, county leadership, other county departments, regional and state transportation agencies, citizens, the business community and other stakeholders;
- Undertakes executive level coordination with regional and state transportation agencies and other county departments;
- Serves as a key member of the Deputy County Executive's Economic Success Team, promoting economic success by improving the transportation network and transit services;
- Directs the department's strategic planning and employee orientation efforts, including formulation, implementation, monitoring and revision of these plans;
- Recommends and sponsors strategies that will facilitate FCDOT's role in achieving the county's goals and strategies, including economic success, place making, sustainability, and social equity;
- Responds to changing internal and external forces that affect FCDOT by proactively developing goals, strategies and a work culture which enables FCDOT organizational units to meet their tactical short-term and long-range strategic objectives;
- Promotes a culture of open communication, collaboration, continuous learning and growth, and commitment to value-added customer service and excellent performance;
- Fosters a climate of trust, promotes effective coordination and collaboration, and effectively resolves issues among FCDOT organizational units to ensure that roles and responsibilities are defined and understood, particularly in terms of impacts to stakeholders;
- Promotes effective coordination and collaboration between FCDOT and other county departments, county leadership, elected officials and/or their offices, regional and state transportation agencies, the business community, citizens and stakeholders;
- Develops and maintains positive, productive working relationships with county leadership, elected officials and/or their offices, regional and state transportation agencies, the business community, citizens and stakeholders;
- Actively solicits input from stakeholders and makes decisions on broad issues of policy and resolves complex problems;
- Demonstrates strong written and oral communication skills and periodically communicates with the media on technical aspects of FCDOT's projects and services;
- Ensures operations comply with all applicable local, state, and federal requirements; and
- Ensures the delivery of a consistent and high-level of service to stakeholders.

For more information on the Fairfax County Department of Transportation, please click [here](#).

Employment Standards

MINIMUM QUALIFICATIONS:

[Any combination of education, experience, and training equivalent to the following:](#)

(Click on the aforementioned link to learn how Fairfax County interprets equivalencies for "Any combination, experience, and training equivalent to")

Graduation from a four-year college or university with a degree in civil engineering, urban/transportation planning, financial management, or a closely related field; plus five years of progressively responsible relevant transportation experience, including four years of experience in an administrative/supervisory capacity.

CERTIFICATES AND LICENSES REQUIRED:

Valid driver's license

NECESSARY SPECIAL REQUIREMENTS:

The appointee to this position will be required to complete a criminal background check, credit

check, and driving record check to the satisfaction of the employer.

PREFERRED QUALIFICATIONS:

- Strong leadership skills and demonstrated ability to build and sustain collaborative working relationships with FCDOT staff, county leadership, elected officials and/or their offices, regional and state transportation agencies, the business community, citizens and other stakeholders;
- Strong interpersonal skills and demonstrated ability to effectively lead and coordinate efforts of diverse teams within a large transportation organization;
- Demonstrated integrity, honesty and trustworthiness and ability to build trust quickly and successfully manage diverse relationships;
- Demonstrated ability to be inspirational, politically astute, strategic and tactical, as well as approachable and confident;
- Demonstrated creativity and adaptability and ability to resolve complex problems;
- Demonstrated strategic thinker and ability to develop and implement a clear vision;
- Solid organizational, time management and communication skills;
- Proven media relations experience;
- Local government experience, including knowledge of local government contracting, procurement, budgeting, financial management and organizational management, particularly demonstrated experience with transportation financing and budgeting; and
- Professional engineering, urban and regional planning, or related certification.

PHYSICAL REQUIREMENTS:

Position is primarily sedentary. However, employee may be required to do some walking, standing, bending, and carrying of items under 15 pounds in weight. All duties performed with or without reasonable accommodations.

SELECTION PROCEDURE:

Panel interview and may include exercise.

The population of Fairfax County is very diverse where 38.7% of residents speak a language other than English at home ([Spanish, Asian/Pacific Islander, Indo-European, and others](#)) and we encourage candidates bilingual in English and a foreign language to apply to this opportunity.

Fairfax County Government prohibits discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, genetics, political affiliation, or military status in the recruitment, selection, and hiring of its workforce.

Reasonable accommodations are available to persons with disabilities during application and/or interview processes per the Americans with Disabilities Act. Contact 703-324-4900 for assistance. TTY 703-222-7314. DHREmployment@fairfaxcounty.gov EEO/AA/TTY.