



## Transportation Choices Coalition **EXECUTIVE DIRECTOR** *Recruitment Announcement*

### About TCC

Transportation Choices Coalition (TCC) is a statewide non-profit organization working to bring Washingtonians more and better transportation choices – real opportunities to take a bus, catch a train, ride a bike, or walk.

Based in Seattle, and working statewide, TCC is a nationally recognized leader on transit policy and advocacy, mobility options, and innovative solutions, and supports affordable, walkable, bike-friendly, vibrant communities connected by great transit. TCC has been instrumental in passing more than 25 ballot measures, totaling over \$70 billion worth of transportation investments in Washington State.

TCC works in coalition with stakeholders, agencies and partner organizations across three main program areas: Policy Research, Education, and Advocacy. Additionally, TCC has an affiliated organization, Transportation for Washington, which advances policy through the political process mostly at the local and state levels. TCC is in a healthy fiscal position with a strong set of funders, partners, and stakeholders. We seek an Executive Director to take the organization to the next level in pursuit of our Vision and Mission.





## Mission & Vision

**Mission:** Transportation Choices Coalition brings people together to advocate for safe, sustainable, and equitable transportation across Washington.

**Vision:** We envision thriving, transit-oriented communities where people of every race, class, ability, and zip code can get where they need to go.

## Priorities

- **Pass policies** that increase transit service, reduce carbon emissions, and foster healthy and thriving communities. Monitor the implementation of passed policies to ensure accountability and equitable outcomes.
- **Increase funding** for transit, bike, and pedestrian infrastructure through advocacy that organizes communities to champion more transportation choices.
- **Build intersectional coalitions** that bring together business, labor, social justice, environmental, health, and transportation advocates to win policies and funding.
- **Enhance public awareness and support** for transit, bike, and pedestrian choices through our education partnerships with businesses, universities, neighborhoods, and other community organizations.
- **Urge the development of racial and social equity programs** and tools at agencies and governments to help them center and evaluate equity within their work.

### TCC has identified five strategic goals to guide work through 2026:

1. Advance holistic, intersectional transportation policies that support community safety, promote mobility justice, and combat climate change.
2. Increase funding to accelerate sustainable, multimodal transportation improvements for all Washingtonians.
3. Build public support by providing education and engagement around transportation and advocacy.
4. Deepen statewide collaboration through coalition-building and partnerships rooted in authentic, trust-based relationships.
5. Meaningfully advance racial equity and mobility justice in leadership, policy, and strategic engagement

TCC is committed to centering equity in their work. When access to frequent, reliable, and affordable transportation is preserved and grown, all communities regardless of race or income can thrive.

Transportation access and opportunity is improved for all when the focus is on the outcomes for low-income people, people of color, youth, seniors, and people with disabilities. Equity is centered by instituting the use of race and social equity analyses in policy and process development, center low-income and people of color expertise in decision making, share power and access, and focus on the priorities of historically marginalized communities.

## About the Position

The Executive Director is responsible for leading the daily and strategic implementation of TCC's Vision and Mission. The Executive Director leads a dynamic team of experienced policy and advocacy experts, and reports to an engaged board of directors.

Following the recent success of the Sound Transit 3 campaign and Move Ahead Washington – the largest transit and multi-modal funding packages in state history, the Executive Director has a unique opportunity to shape the future of communities throughout Washington State.

The Executive Director is a visible public figure, expected to proactively engage with elected officials, agency heads, donors and community organizations. This position requires comfort navigating the connections between big picture policy and internal organizational decision-making.



## The Ideal Candidate

The new Executive Director must have demonstrated leadership skills and experience intellectually and emotionally engaging stakeholders at all levels – from staff and Board Members to community partners, donors, elected officials, and business leaders. The Board seeks a dynamic, highly credible, unifying leader who is deeply committed to the mission of TCC; is a strategic big-picture thinker; understands development and implementation of regional transit policies; and someone who will be able to thrive in a values-driven environment with demonstrated leadership in matters of equity and social justice.



*The ideal candidate will possess these characteristics and skills:*

- **STRATEGIC:** Works with a diverse set of stakeholders, and sets a direction for TCC that achieves the mission of the organization, ensures long term sustainability, and improves the lives of Washingtonians. Engages, motivates, and inspires staff around shared vision and mission. Demonstrates principled leadership, personal courage and decisiveness.
- **SOCIAL EQUITY:** Commitment to equity, and demonstrated experience in applying those values into policy, implementation of programs and decision-making. Works to ensure that staff diversity reflects the communities served. Encourages staff to increase culturally relevant skills and capabilities.
- **ORGANIZATIONAL:** Demonstrated experience with managing an organization, including supporting and cultivating staff, improving systems and ensuring compliance with laws. Hires, mentors, develops, coaches and manages staff. Continues to build and reinforce a cohesive, dedicated and highly effective team.
- **COMMUNITY:** Ability to engage authentically with communities around Washington, and connect local needs with TCC's mission and capacity. Collaborates, facilitates and develops relationships in a meaningful and symbiotic way.
- **FINANCIAL & FUNDRAISING:** Confident and responsible management and planning of TCC's financial sustainability. Adept fundraiser, and responsible for developing and achieving the organization's annual budget.
- **BOARD LEADERSHIP:** Familiarity with the non-profit board model, and successful at engaging board members in the work of TCC. Communicates honestly, follows through on commitments, and creates an atmosphere of integrity.
- **ISSUE EXPERTISE:** Experience working on some of the issues central to TCC's mission, including transit, land use and housing.

## Desirable Qualifications

At least five years of experience in a leadership role in a non-profit organization and a thorough understanding of regional transportation context, issues and opportunities, as well as the role of transportation in connecting people to opportunity. Candidates need to possess demonstrated fundraising skills including leadership of fundraising campaigns.

## Compensation

The annual salary range for this position is \$130K - \$150K. Competitive benefits package including health care and dental, retirement matching, generous vacation policy, and a transit pass.



## Live and Work in a Great State

TCC offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life.

Washington State is a great place to live, work, learn, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high-energy urban center of our cities, to the more relaxed pace of our rural communities, Washington's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature. The position is located in Seattle; one of the nation's top rated progressive and innovative cities to live.

## APPLICATION PROCESS

*If you are interested in this position, submit a cover letter and a resume by visiting [www.karrasconsulting.net](http://www.karrasconsulting.net) and clicking on "view open positions."*

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at [www.karrasconsulting.net](http://www.karrasconsulting.net) no later than September 5, 2023.

Women, people of color, and individuals from under-represented communities are strongly encouraged to apply. Employment at TCC is based upon individual qualifications without regard to race, color, gender, sexual orientation, religion, creed, age, national origin, physical, or mental disability, marital, or veteran status, political ideology, gender identity, genetic information, or any other legally protected status. TCC is committed to fostering a work environment that is fair and equitable to all employees. We will provide assistance in the recruitment, application, and selection process to applicants with disabilities who request such assistance.

