



*Wenatchee, WA*

**CHIEF EXECUTIVE OFFICER**

**\$185,000 - \$220,000**

*Plus Excellent Benefits*

*Apply by*

**March 15, 2026**

*(First Review, Open Until Filled)*



## THE COMMUNITY



The Wenatchee Valley enjoys an abundance of recreational opportunities surrounded by the natural beauty of the Cascade Mountains, the Columbia River and more than its fair share of sunshine. The area is thriving, evident by a steady increase in population, and a strong, diverse economy. The area's natural beauty and abundance of recreational opportunities lead the reasons people come to visit and to live here. Residents and visitors alike enjoy the Apple Capital Recreation Loop Trail, a paved 26-mile pedestrian and bicycle path that meanders along the banks of the Columbia River, crossing at two points, connecting the cities of East Wenatchee and Wenatchee. Hikers, mountain bikers, runners, snowmobilers, and equestrians enjoy the vast array of trails, which cover more than 2,600 acres. In addition, Mission Ridge Ski Area, 12 miles from downtown Wenatchee, offers a 2,250-foot vertical drop with 2,000 acres of trails, chutes, screamers and bowls, as well as breathtaking views.

With an urban area consisting of 80,000 people, the region offers the perfect balance of larger-city amenities with the relaxed and friendly environment of a smaller town. Powered by clean renewable hydropower, the area enjoys low-cost electricity and irrigation that supports prolific orchards, vineyards and farms. The region has seen a major growth of the wine industry in recent years, with more than 70 local wineries and tasting rooms offering world-class, award-winning wines and tasting rooms.



Along the growing waterfront you will find Pybus Public Market: a community gathering place with a riverfront event facility and the permanent home of the local farmer's market. Its amenities include weekly live entertainment and events, an excellent selection of artisan products, specialty shops, restaurants, local wines, hand-crafted beers, and bike rentals. Next to the waterfront sits historic downtown Wenatchee with its nationally recognized main street, Wenatchee Avenue. Home to numerous small businesses and services, you will find unique shopping stops, accompanied by authentic ethnic dining experiences, spas, an old-fashioned ice cream parlor, running and cycling stores, ski and snowboard shops, all connected back to the waterfront by a pedestrian bridge.



The region treasures its performing and visual arts, which add to the region's rich cultural diversity and history. The Wenatchee Valley Museum and Cultural Center shares stories with exhibits like the Native People of the Columbia Plateau, the Great Northern Railway Connection, a full-scale apple industry exhibit, as well as a Miss Veedol exhibit that showcases the first non-stop Trans-Pacific flight from Misawa, Japan to East Wenatchee in 1931. The combination of rotating exhibits, Friday Art Walks, and children's activities make the museum fun and informational. The Town Toyota Center, home of Wenatchee Wild Hockey team, hosts world-class entertainment, year-round ice skating and an array of activities ranging from bull riding to quilt shows.

The Valley is a growing hub serving more than 250,000 people around North Central Washington. The Valley's economy remains connected to the Seattle Metro area, a two-and-a-half-hour drive, or a short 20-minute flight, past the beautiful Cascade Range. Spokane and the Tri-Cities are also a two-and-a-half-hour drive away, putting almost all of Washington State within a morning's trip.

## THE AGENCY

Link Transit is the public transportation agency for Chelan and Douglas Counties, located in central Washington State. In operation since December 1991, Link Transit serves a population of about 130,000 people in a service area of approximately 3,500 square miles who reside in cities and towns ranging from a few hundred residents to 35,000, plus residents scattered across large rural parts of the region.

Link Transit is supported by a voter-approved locally generated sales tax, as well as state and federal grants. The agency has a 2026 operating budget of \$33,636,403 and a capital budget of \$15,451,385. Link Transit currently has approximately 215 employees.



The Chelan-Douglas PTBA (Link Transit) Board of Directors consists of 12 voting members who are local elected officials and one non-voting labor representative. The governing board includes a representative from each city within Link's district: Wenatchee, East Wenatchee, Chelan, Entiat, Waterville, Rock Island, Leavenworth, and Cashmere; two representatives from both Douglas County and Chelan County; and consistent with State Law, Link Transit has a non-voting board member who is a representative of the agency's bus operator's union.

Link Transit operates fixed-route and paratransit service seven days a week, and as of July 2022, is a zero-fare system for most services. Annual ridership is consistently surpassing pre-pandemic levels.

In 2025 fixed-route ridership totaled 1,304,073 annual boardings. Planned service expansions for 2026 include approximately 9,000 additional fixed route hours compared to the 2025 service year. Over the next two to five years, these enhancements are expected to drive annual boardings toward 1.5 million.

Link Transit operates from a 29-year-old transit center in downtown Wenatchee and has a 26-year-old maintenance and operations base just north of Wenatchee. A robust and healthy local economy over the past several years has provided Link Transit with a strong financial base to support an aggressive region-wide list of capital projects as well as fleet replacement.

The transit fleet currently includes 32 full-size battery electric vehicles and a total of 119 revenue vehicles. Over the next two to three years, the fleet will grow with the expected arrival of five additional vehicles in late 2026, and four more replacement buses arriving between late 2026 and early 2027. To accommodate the expanding fleet, a new 41,250 square-foot bus barn has recently been constructed, which will house and charge up to 56 battery electric buses.

## THE POSITION

Under the guidance of the Board of Directors, the Chief Executive Officer (CEO) provides leadership in the overall operation of the Agency, assuring the delivery of cost-effective, consumer-responsive, and efficient transportation services in accordance with Board policies and directives, and serving as the primary liaison with elected officials, business leaders, media representatives, and other community groups within the two-county district.

The CEO exercises executive authority over agency strategy, governance support, and organizational performance; directs long-range service planning, policy development, and fiscal stewardship; ensures alignment with Board directives and legal and funding requirements; oversees capital and operating budgets; represents the Agency in intergovernmental and public forums; resolves complex management issues; and serves as the principal link between the Board and Agency leadership. For a full job description, please view the attachment found [here](#).

## OPPORTUNITIES & PRIORITIES

**The Current CEO's Retirement:** After a long and successful career with Link Transit, the current Chief Executive Officer will be retiring, creating this exciting leadership opportunity to guide Link Transit into its next chapter of service and growth.

**Exceptional Financial Stability:** Link Transit is widely regarded as one of the most cost-effective transit systems in Washington State on a cost-per-service-hour basis. The agency operates with a strong culture of fiscal stewardship, directing resources toward high-quality service delivery while maintaining modern, well-kept facilities. The agency carries no debt and benefits from a diversified and reliable funding structure that includes local sales tax revenue, state funding, and federal grants.



**Integrated Strategic Planning & Long-Range Financial Alignment:** Link Transit is advancing a unique and forward-thinking approach to strategic planning by elevating its Transit Development plan into the agency's primary strategic framework. This will integrate service planning, capital investment, operating budgets, and the agency's 10-year cash flow model into a single, cohesive document, providing clear alignment between vision, policy direction, and financial sustainability. The integrated TDP is scheduled for Board approval in August 2026, offering the incoming CEO a timely opportunity to help shape, refine, and implement a comprehensive roadmap that directly links strategic priorities to funding decisions and long-term outcomes.

**Supportive and Engaged Board of Directors:** Link Transit benefits from a highly supportive and engaged Board of Directors. The current CEO works closely with Board members through regular meetings, including monthly check-ins with some members and at least quarterly meetings with others. The Board values transparency, collaboration, and strategic leadership.

**Key Challenges & Strategic Focus Areas:** Link Transit serves a geographically large and diverse region that includes many rural communities. Providing fixed-route service in low-density areas presents cost and efficiency challenges, and the agency is actively exploring alternative service models that reduce costs while strengthening community involvement and engagement. The agency also is responding to increasing demand for transit access to recreational destinations and trailheads. Link Transit is working collaboratively with local jurisdictions and partners to develop sustainable service approaches that balance mobility, environmental stewardship, and operational feasibility. While approximately 22 percent of Link Transit's revenue comes from federal and state operating grants, which are currently stable, these funding sources require ongoing attention and strategic oversight, reinforcing the importance of strong external relations and long-range financial planning.

## THE IDEAL CANDIDATE

### Education & Experience:

Any combination equivalent to a bachelor's degree in transportation planning or management, public administration or related field, and at least five (5) years of progressive senior/executive leadership experience in a public transit agency.

Experience as an acting General Manager/CEO or experience as chief executive officer of a public transportation agency is highly desirable.

Relevant work experience may be accepted in lieu of a bachelors degree.



**Necessary Knowledge, Skills, and Abilities:**

- Knowledge of staff-centered leadership practices that prioritize visibility, accountability, and trust
- The ability to engage effectively with community members and stakeholders, maintaining a strong community-focused leadership approach.
- Strong financial acumen with the ability to oversee operations within a highly solvent, well-positioned public organization.
- The ability to make critical operational decisions that balance efficiency, risk management, and long-term organizational stability.
- Knowledge of governance within multi-municipality boards and the ability to align diverse jurisdictional interests.
- The ability to lead effectively within a smaller community by understanding local values, expectations, and dynamics.
- Experience leading a growing workforce, including managing organizational expansion and increasing staffing levels.
- Knowledge of fleet operations and infrastructure modernization, including leadership of fleet electrification initiatives.
- The ability to balance strategic planning with hands-on operational involvement when required.
- The skill to communicate complex financial, operational, and technical information clearly to varied audiences.
- The ability to adapt communication styles to different stakeholders, including staff, board members, labor, and the public.
- The ability to lead with humility by assessing existing systems, learning organizational culture, and reinforcing effective practices.

- Knowledge of labor relations, including experience working constructively with a unionized workforce.
- The ability to assess and utilize employee feedback tools, including staff surveys, to support continuous improvement.
- The ability to attract, retain, and competitively compensate talent to meet organizational and operational needs.

**COMPENSATION & BENEFITS**

- **\$185,000 - \$220,000 DOQ**
- Medical, Dental, Vision, and Prescription Drug Insurance. 2026 employee share of the monthly \$1,728.60 premium is \$86.40 per month (5%).
- Life Insurance, and Short-Term and Long-Term Disability Insurance.
- Six (6) paid holidays, plus four (4) floating holidays.
- Washington PERS.
- 32 Days General Leave. Number of days increases with Longevity.
- Optional 457 Retirement Plans with matching up to 9.3%
- Optional Section 125/Cafeteria Plan.
- Optional Club Link \$1.50 per pay period.
- Annual Manager Gain Sharing.

**For more information on  
Link Transit, please visit:**

[www.linktransit.com](http://www.linktransit.com)



Link Transit is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **March 15, 2025** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to [www.prothman.com](http://www.prothman.com) and click on "Open Recruitments", select "Link Transit, WA – Chief Executive Officer", and click "Apply Online", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

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