



# Lane Transit District

Eugene, Oregon

## SENIOR DIRECTOR OF OPERATIONS AND PUBLIC SAFETY

### \$132,553 - \$184,811

*Plus Excellent Benefits*

*Apply by*

**May 10, 2026**

*(First Review, Open Until Filled)*

***PROTHMAN***



## THE COMMUNITY



Located at the southern end of the Willamette Valley, the Eugene-Springfield metropolitan area offers a balanced blend of urban amenities, natural surroundings, established neighborhoods, and a strong arts and culture presence. Framed by views of the Cascade Mountains and situated approximately one hour from the Pacific Ocean, the area features a temperate climate and varied landscape that support year-round outdoor recreation. Portland, Oregon's largest city, is within a two-hour drive.

Mobility within the region is supported by a nationally recognized transit system, extensive shared-use paths, and gold-rated bicycle infrastructure. Commuting options include scenic routes along the Willamette River as well as convenient roadway access. Eugene Airport provides direct connections to major West Coast hubs, offering efficient regional and national travel.

The community supports a well-established arts and culture scene, anchored by local enthusiasm for Oregon athletic events and the region's identity as TrackTown USA. Residents also benefit from a full calendar of performances at the Hult Center for the Performing Arts. Seasonal festivals, farmers markets, and community events contribute to a consistent calendar of public activity. The area also supports a diverse food and beverage landscape, including wineries, craft breweries, food trucks, and locally owned restaurants.



The region offers a range of educational options across public, private, charter, and alternative models. Programs include arts-integrated curricula, STEM-focused instruction, International Baccalaureate offerings, and language immersion opportunities, providing multiple pathways for student engagement and achievement.

The region's combination of outdoor access, neighborhood-scale living, and year-round community events supports a lifestyle that is both engaged and adaptable, with opportunities for residents to connect through recreation, education, and shared experiences.

## THE AGENCY

Lane Transit District (LTD) is a public transportation agency governed by a Board of Directors appointed by the Governor of Oregon. The Board establishes policy and adopts the annual budget, while day-to-day administration is led by a Chief Executive Officer (CEO) who sets the overall vision and strategic direction for the organization.

LTD operates with approximately 384 full-time equivalent employees and is organized into core functional divisions including Transit Operations and Public Safety, Fleet Management, Facilities Management, Marketing and Communications, Mobility Planning and Policy, Mobility Services, Information Technology and Intelligent Transportation Systems, and Administrative Services. These divisions support the planning, operation, and maintenance of the District's transit services and infrastructure.

LTD serves a 482-square-mile service area across Lane County, Oregon, including the Eugene-Springfield metropolitan area and communities such as Cottage Grove, Veneta, and Junction City. LTD operates 22 neighborhood bus routes, six rural routes, and three EmeraldXpress (EmX) bus rapid transit (BRT) lines. The system is supported by a fleet of 113 buses, approximately 1,300 bus stops, and 60 EmX platforms. Annual ridership includes approximately 6.2 million fixed-route passenger trips and more than 360,000 RideSource trips.

LTD's services include fixed-route bus service, EmX bus rapid transit, ADA complementary paratransit, and rural and on-demand mobility programs. These services are designed to provide regional connectivity and access to employment, education, healthcare, and other essential destinations throughout the service area.



LTD operates with a 2025-2026 adopted budget of \$237.8 million, which includes restricted reserves and a General Fund of \$97.4 million. Funding is derived from a combination of payroll taxes, passenger fares, and state and federal sources, supporting ongoing operations, capital investment, and maintenance of the transit system.

LTD is widely recognized as a national leader in bus rapid transit, having been an early adopter of BRT through its EmX system, which is now considered a model for mid-sized communities across the country. This legacy of innovation reflects broad organizational strength, a commitment to forward-thinking mobility solutions, operational excellence, and long-term financial stability. LTD offers the opportunity to join a high-performing, mission-driven organization that continues to shape the future of public transportation while delivering reliable, community-centered service.



## THE DEPARTMENT

The Transit Operations and Public Safety Department is responsible for delivering safe and reliable transit service across the District. Reporting through the Deputy CEO, the department oversees daily operations, including service delivery, dispatch, workforce deployment, fleet coordination, and public safety. The department includes 244 full-time equivalent positions: approximately 200 operators, 22 Public Safety Officers, and 22 supervisory, administrative, and technical staff. Most positions are directly tied to front-line service, supported by personnel responsible for oversight, coordination, and system control. The department operates within an annual budget of \$33 million, primarily supporting personnel, fleet operations, and safety functions.

Key functions include managing daily service, maintaining on-time performance, ensuring vehicle and staff readiness, and supporting system safety. The department also implements service changes and ensures operations align with staffing, fleet availability, and safety requirements. Public Safety supports the system by providing a visible presence, responding to incidents, assisting riders and employees, de-escalating situations, enforcing policies including fare checking, and coordinating with local law enforcement and emergency services when needed to maintain a safe and secure environment.



## THE POSITION

The Senior Director of Transit Operations and Public Safety reports to the Deputy CEO and is responsible for the efficient delivery of daily transit service, including oversight of operators, vehicles, and dispatch. The role leads administrators, supervisors, and support staff to ensure coordinated, reliable, and safe operations.

The position sets operational direction through planning, goal setting, and implementation of departmental strategies, while ensuring compliance with District values, policies, safety standards, and regulatory requirements. This position also oversees Public Safety functions, emergency preparedness, to maintain a safe and prepared operating environment.

The Senior Director manages the department's budget and staffing, including hiring, evaluation, and discipline, and ensures cost-effective operations. The role is also responsible for labor relations, including administration of collective bargaining agreements and negotiations across multiple bargaining groups.

As part of the senior management team, the Senior Director contributes to organizational planning, and represents the department internally and externally.

For a full job description, please view the attachment found [here](#).



## OPPORTUNITIES & PRIORITIES

- Standardize and strengthen operations by developing SOPs, improving documentation, and reinforcing consistent practices.
- Recruit and stabilize key talent, including the vacant Manager of Operations role, and build a reliable pipeline of journey mechanics, to ensure sustained service reliability.
- Lead and evolve a complex, non-sworn public safety model focused on de-escalation, community presence, body-worn cameras, and exclusion authority, while maintaining public trust and internal alignment.
- Navigate near-term labor dynamics with Amalgamated Transit Union (ATU) Local 757 while fostering a supportive, trust-centered culture.
- Build on an already strong and stable foundation to further enhance culture, consistency, and continuous improvement.
- Leverage LTD's distinctive strengths, such as EmX BRT, a strong university ridership and funding model, and financial stability, while positioning the organization for potential advancement over the next three to five years, including a potential Chief Operating Officer (COO) or Deputy CEO pathway.

## THE IDEAL CANDIDATE

### Education & Experience:

- A Bachelor's degree from a recognized college or university in planning, business administration or public administration.
- A minimum of five (5) years of experience in transit operations, with possible substitution of three years of transit planning for three (3) years of transit operations.
- A minimum of three (3) years of experience in supervision and budget development.
- A valid Oregon driver's license and a driving record acceptable to the District's insurance carrier, or ability to attain within 30 days of employment.
- **OR** any equivalent combination of education and experience which provides the knowledge, skills, and abilities required to perform the job. Education and course work can substitute for years of experience.

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

- The ability to lead fixed route bus operations, recognizing this as the core service focus, with paratransit services remaining a secondary consideration.
- The skill to manage operations within a unionized ATU environment, including contract administration and support for labor negotiations.
- The ability to oversee a non-sworn public safety program centered on de-escalation, fare checking, and a strong community and customer presence.
- Skill to create and maintain standard operating procedures and ensure consistent, documented, and standardized operating practices.
- The ability to plan and stabilize staffing through effective workforce planning and talent pipeline management, including structured training cadence.
- The ability to earn trust with frontline teams through visible leadership, active listening, consistent follow through, and a supportive non-punitive approach.
- The skill to diagnose root causes of performance issues and address them through coaching and mentoring, applying progressive discipline only when necessary.
- The ability to partner with human resources and labor relations, leveraging internal expertise to support employee and organizational needs.
- Skill to balance service delivery and safety expectations while reinforcing de-escalation and a community resource officer mindset focused on influencing behavior rather than issuing infractions.
- The ability to reinforce service delivery and safety expectations while promoting a de-escalation focused, community resource mindset across operations.

**COMPENSATION & BENEFITS**

- **\$132,553 - \$184,811 DOQ**
- **100% employer-paid medical, dental, and vision insurance with multiple PPO medical plan options.**
  - Strong retirement benefits, including a 457 plan with LTD match and an employer-funded 401(a). This is a competitive alternative retirement program that contributes 1% more from the employer than OR PERS, allowing for greater control and flexibility over how retirement funds are invested, and more direct participation in financial planning and long-term wealth management.
  - Tax-advantaged HRA VEBA for eligible healthcare expenses now and in retirement.
  - Life insurance, AD&D, and long-term disability coverage.
  - Generous paid time off, including vacation, sick leave, extended illness benefits, and 10 paid holidays.
  - Employee Assistance Program (EAP) with free, confidential mental health, financial, and legal support.
  - Wellness incentives, tuition assistance, and volunteer time.
  - Free bus passes for employees and eligible family members.
  - Up to \$10,000 in relocation assistance.
  - Pilot GLP-1 weight-loss benefit supporting medically guided weight management and long-term wellness.

**For more information on  
Lane Transit District, please visit:**

[www.ltd.org](http://www.ltd.org)

Lane Transit District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **May 10, 2026** (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 "**Lane Transit District, OR – Senior Director of Transit Operations & Public Safety**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the website as instructed on the form.



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

206.368.0050