



REGIONAL TRANSPORTATION COMMISSION
OF WASHOE COUNTY

Executive Director

*Building a Better Community
Through Quality Transportation*



Join us at Regional Transportation Commission - Washoe!
This cutting-edge and award-winning organization is seeking their next Executive Director. We are looking for a top-notch director to continue our focus on excellence in the beautiful Reno-Sparks area.

About RTC of Washoe County

RTC of Washoe County serves the cities of Reno and Sparks, as well as unincorporated Washoe County, covering an area of 165 square miles and a population of nearly 500,000. They are known for being an industry leader in mass transit. They were one of the first agencies to use electric buses and currently have 8 hydrogen fuel buses. Their van pool program is also highly rated.

RTC of Washoe County has also won numerous awards, including the APWA Project of the Year for its Steamboat Parkway project, the League of American Bicyclists Silver Award, the Transportation Achievement award for the Sparks Intelligent Corridors Project, and was recognized as one of the three best workplaces for commuters in Nevada from bestworkplaces.org. It also has been awarded more than \$70 million in grant funding over the last three years.

RTC fulfills multiple critical missions for the transportation needs of county residents. These can be largely grouped into three main areas.

PUBLIC TRANSPORTATION

RTC RIDE service began on September 17, 1978, with five used buses serving four routes. Today, the system encompasses the cities of Reno and Sparks, and areas of Washoe County using a fleet of 65 buses on 25 routes. The service area has grown to approximately 136 square miles. About 8.6 million rides are taken on RTC transit services annually.

TRANSPORTATION PLANNING

The RTC has been designated by the state legislature as the Metropolitan Planning Organization (MPO) as required by federal law for transportation in Washoe County. The future of northern Nevada depends on the transportation network of roads, streets, highways, and public transportation. The RTC Planning Department anticipates, forecasts, and plans for the transportation needs of today, tomorrow, and the future. Through efforts of the Planning Department, the community's visions for all modes of transportation are put into plans. The Planning Department also conducts corridor studies and disseminates regional transportation information.

ENGINEERING

RTC's Engineering & Construction Department provides pavement preservation and new roadway construction projects for regional roads under the jurisdiction of Reno, Sparks, and Washoe County. RTC works with these jurisdictions to focus on regional roadways, streets that service large numbers of vehicle trips (greater than 5,000 average daily trips), and roads that provide connectivity between jurisdictions and across major geographic barriers.

The Streets and Highways Program is responsible for the development, design, construction, and contract management of roadway projects. The selection of road projects is a cooperative regional process involving the cities of Reno and Sparks, and Washoe County. The RTC also partners with the Nevada Department of Transportation to manage and construct certain state road projects. Developing a team approach to these projects gets the work done in less time and often at a reduced cost to taxpayers.





RTC has 7 major strategic goals:

- » Expand public transportation utilization
- » Promote neighborhood mobility
- » Explore the Truckee River as a mobility corridor
- » Proactively manage congestion
- » Improve regional network safety and connectivity
- » Sustainable transportation funds
- » Be an engaged organization

The Position

The Executive Director is the administrative head of RTC and reports directly to the Regional Transportation Commission (RTC) Board of Commissioners. The RTC Board of Commissioners is a five-member board, whose membership consists of two Reno City Council members, one Sparks City Council member, and two Washoe County Board members.

The Director provides strategic leadership for the RTC, guiding the delivery of countywide roadways, transit, and paratransit services while advancing the region's transportation vision through collaborative planning and partnerships. This position oversees a budget of \$523 million and leads a team of approximately 70 employees.

To learn more go to: www.rtcwashoe.com or watch the [2025 Annual Report](#).



Ideal Candidate

The ideal Executive Director will have the following skills and characteristics:

- » Experienced with regional transportation requirements, regulations, and operations
- » Knowledgeable of urban land usage, roadway engineering, maintenance, and construction practices
- » Skilled in leading diverse groups toward common goals
- » Knowledgeable of transportation finance, skilled at acquiring transportation grants and funding
- » Is comfortable working with and understanding the complex role of state legislators
- » Adept at developing relationships; a people person
- » Out of the box thinker
- » Is a good manager who trusts the staff and effectively coaches and mentors employees
- » Embrace the roles and benefits of technology
- » Humble and pleasant personality
- » Understands the diverse mobility needs of the community and is committed to advancing accessible transportation options for all residents

PRIORITIES:

- » Continue implementation of the key objectives of the 2050 Transportation Plan. This includes confirming funding and construction timelines for major roadway projects.
- » Relocation of the RTC Washoe Headquarters
- » Continue to seek funding for major regional transportation improvements

Education and Experience

Candidates should have ten (10) years of applicable experience including seven (7) years of supervisory experience; bachelor's or above degree; OR an equivalent combination of education and experience. Graduate degree in related field preferred. Valid driver's license required.



Compensation

Compensation will be competitive and negotiable depending on the experience and qualifications of the chosen candidate. The salary for this position is **\$180,897 to \$321,477** with the midpoint being \$251,187.

Benefits at Washoe RTC include:

- » **No state income tax.**
- » 100% employer-paid contributions into the Public Employees Retirement System of Nevada (33.5% of gross salary, five-year vesting period)
- » 457 deferred compensation with up to 2% employer match
- » Employee can defer up to 25% of their taxable income in an IRC 401(a) defined contribution plan
- » Medical, dental, and vision insurance
- » Long-term disability insurance
- » Employer-paid life insurance (\$25,000)
- » Flexible benefits plan
- » Six fixed holidays and six floating holidays.
- » Vacation leave is negotiable
- » Sick Leave 10 hours per month, increasing to 144 hours for employees with 20 or more years
- » Personal Leave: Up to 16 hours per year
- » Car Allowance: \$500 per month
- » Cell phone provided for business purposes
- » Relocation expenses reimbursable up to \$5,000
- » Free bus pass
- » RTC does not participate in Social Security but does withhold Medicare tax

Application and Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues) by the first resume review date of **August 8, 2026**. Resume should reflect years and months of employment, beginning/ending dates, as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://www.cpsr.us/recruitment/2640>

For further information contact:

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Your Trusted HR Advisor For 40 Years

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Selected candidates will be invited to participate in further interviews and selection activities. Semi-final remote interviews are currently scheduled for the week of **August 24, 2026**. Final interviews are scheduled in person for the week of **September 7, 2026**. An appointment will be made following comprehensive reference and background checks.