

Opportunity for  
**Chief Executive Officer**



***Why work here.***

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## Chief Executive Officer

At Sound Transit, our mission is to connect more people to more places, making life better for everyone. For the millions of people who rely on our system, daily reliable service and a positive experience are essential. We are committed to enhancing passenger satisfaction, accessibility, and safety across all our services, including Link light rail, Sounder Train, Tacoma Link, and ST Express commuter buses.

As the Chief Executive Officer (CEO), you will:

**Provide Strategic Leadership:** Offer policy guidance, advice, and counsel to the Sound Transit Board of Directors, helping shape and implement strategic decisions that drive the agency forward.

**Lead the Executive Team:** Work closely with senior leadership to identify key challenges and opportunities and align teams around common goals.

**Build High-Performance Teams:** Attract, develop, coach, and retain top talent to build a strong workforce. You will play a key role in team structure, organizational design, and aligning all departments with the agency's overall objectives.

**Foster a Culture of Equity and Inclusion:** Champion Sound Transit's commitment to diversity, equity, and inclusion by embedding these values into our systems, processes, and policies.

If you are an experienced leader with a passion for public service and a commitment to improving transit systems, we invite you to apply and help us build a brighter future for our region.

Please visit our website to view the full job description.

[soundtransit.org/jobs](https://www.soundtransit.org/jobs)



## ***Our mission and vision – your future.***

Our mission of “Connecting more people to more places to make life better and create equitable opportunities for all” is what drives us forward every day. And our vision of “transforming the Central Puget Sound by making our transit service as iconic as the Space Needle and Mount Rainier,” is how we’ll get us there. If you’re looking to make an impact and help shape the future of transportation, help us make history. We are a group of passionate, collaborative, fun individuals who are all working together to reach that goal.



## ***Our commitment to anti-racism.***

Sound Transit proactively works toward becoming an anti-racist agency where equity and racial justice are central to all that we do; resulting in a transit system that is free of racism and where the full inclusion of Black, Indigenous and other people of color is achieved so that everyone can thrive. We are committed to the long-term investment of time, money, people and other resources needed to fully realize an equitable and anti-racist future.



***Our people make us great.***

Our most valuable asset isn't the systems we build or the vehicles we operate. It's our people. They are the heartbeat of our company, and we're proud to say we have some of the best and the brightest. Diversity and inclusion are at the heart of everything we do. Our employee-led groups recognize and celebrate the diverse cultures that make up our agency. They are where we can share our experiences, celebrate our heritage and backgrounds and lift each other up to succeed. We are united by our mission, driven by our values, and committed to growing and sustaining a diverse workforce, inclusive culture, and equitable work environment.

Visit our [LinkedIn](#) page to learn more about our culture.





## ***Our Services.***

Just like our region, Sound Transit is in a period of growth and expansion. As our capital program continues, we'll be able to connect more people to more places with Link light rail, Sounder commuter rail, ST Express buses and soon, Stride bus rapid transit. Our voter-approved plan includes 116 miles of light rail track and 80 stations. The network will extend in all directions to form a transit spine for the Puget Sound.

Explore the [System Expansion map](#) on our website to learn more about our capital program.



## ***Our promise to you.***

So what's in it for you? Glad you asked. If you're looking for a career where you can truly make a difference and make your mark in history, we'd love to meet with you. Together, we can transform our region and work on the largest system expansion effort in the country.

We can also promise that you will be hard-pressed to find a company with a better work/life balance. Speaking of which, you'll find that living in the Pacific Northwest is pretty amazing. You can be at the ocean and rain forest in just hours, find great hiking trails and world-class skiing just a short drive away. If you're a foodie, open wide and say ahh... You'll find an eclectic range of cuisines that will make your taste buds do the happy dance.



**Amazing Scenery  
and Outdoor Recreation**



**Vibrant Arts and  
Entertainment Scene**



**Top Rated Schools  
and Higher Education**



**World-Class Coffee  
and Fine Dining**



# Your Benefits

Sound Transit believes that healthy employees equal a healthy, more productive company. That's why we offer two choices of medical plans - Premera Blue Cross PPO or Kaiser Permanente HMO. We also offer dental coverage with Delta Dental of Washington at no cost, a vision plan through VSP Vision Care at no cost and long-term disability and life insurance. Sound Transit has a very robust wellness program. We are pleased and excited to be recognized for their commitment to employees' well-being.

## ***That commitment includes:***

- **Health Benefits:** We offer two choices of medical plans, a dental plan, and a vision plan all at no cost for employee coverage; comprehensive benefits for employees and eligible dependents, including a spouse or domestic partner.
- Long-term disability and life insurance.
- Employee Assistance Program.
- **Retirement Plans:** 401a – 10% of employee contribution with a 12% match by Sound Transit; 457b – up to IRS maximum (employee only contribution).
- **Paid Time Off:** Employees accrue 25 days of paid time off annually with increases at four, eight and twelve years of service. Employees at the director level, and up, accrue additional days. Also, we observe 12 paid holidays, provide up to 2 paid floating holidays, and up to 2 paid volunteer days per year.
- **Paid Family Leave:** 12 weeks of paid leave for new parents, personal illness/injury, and/or family caregiver needs.
- **ORCA Card:** All full-time employees receive an ORCA card at no cost.
- **Tuition Reimbursement:** Sound Transit will pay up to \$5,000 annually for approved tuition expenses.
- Inclusive Reproductive Health Support Services.
- **Compensation Practices:** We offer competitive salaries based on market rates and internal equity. In addition to compensation and benefits, you'll find that we provide work-life balance, opportunities for professional development and recognition from your colleagues.
- Hybrid work environment.
- Virtual fitness programs and an on-site gym.
- Free annual flu shots.
- One-on-one retirement counseling.
- Pet insurance.





## ***Our values are the principles that guide us.***

**Collaboration:** *We share each other's successes and challenges, and invite involvement of all toward achievement of common goals. We are one agency, no single department defines our business.*

**Passenger focus:** *We always start with our customers' needs and work back from there. They are the focus of everything we do.*

**Inclusion & Respect:** *We foster a culture where everyone is treated fairly and where diverse perspectives are welcomed and every voice is heard.*

**Safety:** *We ensure the safest transit trip and work environment for every rider, employee and contractor, each and every day.*

**Integrity:** *We build trust by keeping commitments and taking ownership—demonstrating honesty, accountability and transparency throughout.*

**Quality:** *As stewards of public resources, we do our best work every single day and take great pride in the efficient, sustainable and equitable delivery of our services and projects.*

## ***More about us.***

Sound Transit headquarters are in historic Union Station in downtown Seattle, in the heart of the International District/Chinatown and Pioneer Square neighborhoods. We're within walking distance from the sports stadiums, King Street Station and the waterfront.

Sound Transit has engaged **Krauthamer & Associates (K&A)**, a retained executive search firm, to assist with the recruitment for the CEO. To request more information or to submit a resume and cover letter, please contact:

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    #DrivenByTransit