

WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY
Vice President & Chief Labor and Employee Relations Officer



The Washington Metropolitan Area Transit Authority (Metro) was created by an interstate compact in 1967 to plan, develop, build, finance, and operate a balanced regional transportation system in the national capital area. Metro began building its rail system in 1969, acquired four regional bus systems in 1973, and began operating the first phase of Metrorail in 1976. Today, Metrorail serves 91 stations and has 117 miles of track. Metrobus serves the nation's capital 24 hours a day, seven days a week with 1,500 buses. Metrorail and Metrobus serve a population of approximately 4 million within a 1,500-square mile jurisdiction. Metro began its paratransit service, MetroAccess, in 1994; it provides about 2.3 million trips per year.

The Washington Metropolitan Area Transit Authority is seeking an exceptional and dynamic senior executive leader to join our Office of Labor & Employee Relations. We are excited about finding an individual that will bring their talents and skills to the WMATA Team in the position of **Vice President & Chief Labor and Employee Relations Officer**.

The Vice President & Chief Labor and Employee Relations Officer has broad strategic responsibilities for the Authority's labor and employee relations policies, programs, strategies and staff. The Vice President position is of an extremely difficult and complex nature involving highly sensitive issues affecting the Authority's plans, programs, and approach to strategy for labor relations, employee relations and collective bargaining. This position operates with extensive latitude and independent judgment under general guidelines and oversight from and in strategic partnership with the Senior Vice President of Human Capital and the Executive Vice President & Chief Operations Officer (EVP/COO).

The Vice President provides focused leadership, direction, and strategic management that effectively address the Authority's labor and employee relations programs with innovative and creative approaches. This position supervises and manages assigned managers and staff and establishes strategic direction for the department's labor and employee relations programs including collective bargaining, grievance resolution, case management and representation, labor agreement administration, training, client relationships, and labor cost studies and analyses. The Vice President is responsible for providing broad scope review, analyses, and assessments of the Authority's labor and employee relations policies, procedures, programs, and organizational structure and alignment in terms of effectiveness, quality of service, and best practices.

The Vice President shapes and formulates comprehensive plans, proposals, and recommendations for ensuring that the Authority's labor program is fully in alignment with the Authority's long-term interests and goals. This

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position has oversight for the implementation of labor relations contracts, programs and initiatives, including the strategies, conduct, and the accomplishment of major collective bargaining objectives. The Vice President builds and maintains strategic partnerships and working relationships with the EVP/COO and the department's leadership team, the Authority's Executive Management Team, key officials of labor organizations, and with other stakeholders. The Vice President serves as chief spokesperson for major collective bargaining negotiations for all agreements and as principal advisor to the EVP/IBOP and the EVP/COO on labor policy and strategy.

The ideal candidate for the VP & Chief Labor and Employee Relations Officer role will have the following knowledge, skills and abilities.

KNOWLEDGE, SKILLS AND ABILITIES:

- Thorough knowledge of the principles, practices, and strategies of labor relations, employee relations, collective bargaining and ability to rapidly acquire a specific knowledge and understanding of the Authority's collective bargaining agreements and labor relationships
- Broad understanding of labor costing models, principles, and practices and ability to rapidly acquire specific knowledge of the Authority's wage/benefit systems and practices
- Strong, well-developed strategic, leadership, decision-making, and planning skills with the ability to shape innovative and creative labor strategies linked to the accomplishment of business goals and objectives from a broad-scale and long-term perspective
- Strong and effective communication skills and team building skills, evidenced by the ability to organize, structure, and frame ideas, issues, and strategies in a clear, focused, and persuasive manner and to work effectively across organizational lines and at different levels of the organization
- Ability to build and maintain effective, collaborative strategic relationships with the EVP/COO, the department's leadership team, the Authority's Executive Management Team (EMT), and key stakeholders, including labor organization officers and representatives, in driving business results and achieving organizational effectiveness
- Ability to frame, develop, plan, and implement comprehensive strategic initiatives for labor policy and programs
- Solid integrity and ethical standards with ability to discreetly and effectively handle confidential and politically sensitive matters and relationships
- Ability to effectively manage and oversee a complex organization consistent with best practices and ability to acquire specific knowledge of the Authority's policies, procedures, and processes

MINIMUM QUALIFICATIONS:

A Bachelor's Degree in Business Administration, Public Administration, Labor/Industrial Relations or a related field is required, and a minimum of ten (10) years of diversified senior level management experience in a large-scale, complex organization, with at least five (5) years of total experience substantively related to labor and employee policy and strategy.

A Juris Doctorate (J.D.) Degree and/or Master's Degree and experience in public sector transportation and/or transit organization is preferred.

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TO APPLY:

WMATA has engaged Krauthamer & Associates (“K&A”), a retained executive search firm, to assist with the recruitment of the Vice President & Chief Labor and Employee Relations Officer. Interested parties should contact Gregg Moser, Principal at K&A, via email at gmoser@kapartners.com to obtain more information or to apply for the position with an attached cover letter and resume.