



Job title: **Director, Bus Rapid Transit**  
Job ID: 20250679  
Location: Greater Vancouver  
Full/Part Time: Full-time  
Regular/Temporary: Regular

## **Marketing Statement**

A career at TransLink and our family of companies means working with people with a wide range of skills and perspectives, all teaming up towards a common goal: preserving and enhancing the region's world-envied quality of life. Together, we connect the region and enhance its livability by providing a sustainable transit and transportation network, embraced by our communities and people.

At TransLink we are dedicated to building a workforce that reflects the diversity of the communities in which we live. We're committed to fostering an inclusive, equitable and accessible workplace, recognizing the unique value and skills every individual brings.

Looking for a great place to work where your contributions are valued and you can make a difference in a vibrant city? At TransLink, one of BC's Top Employers, you'll help make Metro Vancouver a better place to live, built on transportation excellence. Put your future in motion!

## **Responsibilities**

### **PRIMARY PURPOSE**

Provides strategic senior leadership to TransLink's Bus Rapid Transit program including development of a consistent and comprehensive approach to Bus Rapid Transit and development and approval of corridor projects. Leads and manages large and complex project teams, including matrixed teams drawn from departments across the TransLink Enterprise, staff from other partner agencies, and consultants. Ensures TransLink's objectives are met related to customer experience, reliability, availability, maintainability, and safety of the rapid transit asset. Represents TransLink at a senior level internally and with key external stakeholders.

### **KEY ACCOUNTABILITIES**

Leads the development of Bus Rapid Transit strategy and charts critical paths for projects to consider technical, consultation, political environment, and interdependent initiatives to develop effective timelines and milestones. Provides clear direction from planning and design through to implementation and operation of an integrated, consistent, and comprehensive approach to Bus Rapid Transit.

Provides strategic leadership to the development of the Bus Rapid Transit program and



projects. Directs, or provides significant input to, project scoping and business case preparation in collaboration with other enterprise divisions and external road authorities (municipalities and Ministry of Transportation and Infrastructure). Oversees the development and implementation of project-related studies, plans, and strategic initiatives, assessing and managing associated risks. Ensures meeting the obligations of project support agreements, develops a robust change management process, to achieve TransLink Enterprise objectives during various project phases.

Ensures appropriate structure, governance, evaluation, analysis, process, policy-making priority, engagement, and decision-making landscape for the projects. Oversees the development and implementation of project-related studies, plans, and strategic initiatives, assessing and managing associated risks.

Provides broad direction and strategy to the projects and ensures compliance within reporting functions. Establishes budgetary, schedule, resourcing, customer impact and risk register targets and measures for all studied areas, directing adjustments as required.

Provides expert advice and recommendations to senior leaders and project stakeholders as related to the projects, including the TransLink Executive, Board, and Mayors' Council through presentations, participation on committees, and ongoing consultation. Contributes as the leader of the project's senior management team, alerts the executive and board to critical project issues and key trade-offs, and advises on critical project risk management strategies. Represents TransLink in deliberations with the Mayors' Council, local government councils, and other interested parties.

Supports the VP, Transportation Planning & Policy, by directing the translation of endorsed key strategies into operational plans and programs across all reporting areas, establishing targets and measures to ensure departmental goals are met. Develops regular reports to keep the VP informed of the status of Bus Rapid Transit planning initiatives, alerting them to achievements as well as to how risks and challenges are being managed. Collaborates with the VP in delivering presentations at the Executive, Board and Mayors' Council level.

Develops and manages critical relationships with key stakeholders, senior industry peers, and government officials, managing expectations and overseeing action taken on the most complex and politically sensitive issues related to the Bus Rapid Transit program and projects. Leads negotiation of key agreements with external partners. Oversees procurement processes for major consultant contracts.

Leads and manages large and complex teams made up of dedicated Bus Rapid Transit program staff, staff matrixed from a wide range of departments across the TransLink Enterprise, consultants, and staff from multiple partner agencies.

Ensures that project deliverables and timelines are adhered to; project budget and resources are up-to-date and adequately.

Directs development of trusted, respectful relationships, and highly responsive interaction with internal and external stakeholders for all reporting areas.



Seeks to understand the lived experience and transportation needs of people and businesses in Metro Vancouver, and especially of disadvantaged and marginalized groups. Applies this understanding to Bus Rapid Transit plans/projects and actively coaches others on how to ensure their planning practice is informed by this understanding.

Provides broad direction for reporting staff, including selection, training, coaching, development, performance management and all other people management practices. Manages and directs day-to-day work of reporting staff, matrixed staff, and consultant and contractor resources.

## **Qualifications**

### **EDUCATION AND EXPERIENCE**

The requirements for this job are acquired through completion of a graduate degree (or commensurate experience) in engineering, planning or a related discipline. Requires minimum of ten (10) years' experience including progressive levels of management accountability in an agency specializing in planning or transportation.

### **OTHER REQUIREMENTS**

Expert knowledge of the theories, principles, practices, methods, and techniques pertaining to transportation, public policy, and urban planning. Specialized expertise in bus service, infrastructure and project development will be considered an asset.

Demonstrated passion for and experience in improving transit service and the customer experience of transit.

Advanced business acumen with emphasis on business strategy, policy development, organization culture, change management, and innovation.

Advanced knowledge of TransLink's vision, mission and values, long term strategy, and strategic priorities; and of organizational structure and the implications for leading processes and change.

Advanced knowledge of the principles, theories, concepts and practices of project management and project reporting.

Expert interpersonal and communication skills to provide specialized expertise, advice, guidance, and influence within the organization; and to engage in complex, high profile external processes with agencies, stakeholders, and partners.

Expert skills in critical/integrated thinking.



## **Other Information**

TransLink has embarked on an exciting and ambitious program to plan, design & deliver a network of 9 Bus Rapid Transit (BRT) corridors across the region over the coming decade. BRT lines will be high capacity rapid transit with dedicated lanes, frequent and fast service, and high amenity stations similar to rail, and be supported by leading technology and operating practices. The first three BRT corridors to launch in our region will be King George Boulevard, Langley – Haney Place, and Metrotown – North Shore.

To deliver this program, TransLink has initiated a significant BRT cross-enterprise initiative, which encompasses a large number of interrelated capital, technology and operating projects. The successful candidate for this BRT Director role will provide senior leadership, strategic direction, and program management to this major transformation initiative – from planning and design through to implementation. The Director will oversee a team of dedicated BRT Program staff along with staff matrixed from a wide range of departments across the TransLink Enterprise.

**Recruitment Process:** An applicant will be required to demonstrate their suitability for this position by meeting the minimum level of qualifications and experience in order to be invited into the selection process. A standard interview format will be used including general, scenario and behavioural descriptive interview questions.

## **Work Schedule**

37.5 hours per week.

## **Work Designation**

Hybrid

This position offers the flexibility of working both on-site and remotely within B.C.

## **Rate of Pay**

The salary for this position ranges from \$130,400 - \$195,600 per annum. Actual salary offered will be based on education, experience, skills, and qualifications as they relate to the role.

We aim to provide competitive pay that reflects your professional background and expertise. We want to ensure our offer will align with your strengths considering experience, skills, and internal equity to offer a fair and equitable salary. The Total Compensation Package, which includes Extended Health, Dental, Transit Pass and enrollment in the Public Service Pension Plan as well as other employment offerings will be discussed in detail as your application progresses.



## How to Apply

Please visit our [Career Page](#) to apply for this position.

INSTRUCTIONS: Please save your (1) cover letter, and your (2) resume as one PDF document prior to uploading your application on-line.

Closing Date: Open until filled

Please note that only those short listed will be contacted.

Having trouble applying? Please view the [System Requirements & FAQ's page](#).

If you have questions, please connect with us at [jobs@translink.ca](mailto:jobs@translink.ca).

## Equal Employment Opportunity

TransLink is committed to employment equity and building a diverse workforce, representative of the customers we serve and the many communities in the Metro Vancouver region. We welcome and encourage Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities to apply. Learn more about TransLink's commitment to equity, diversity and inclusion.

Accommodations are available on request for candidates taking part in all aspects of the selection process. For a confidential inquiry, simply email us at [jobs@translink.ca](mailto:jobs@translink.ca).