

Director for Missouri Department of Transportation

Jefferson City, MO

The Missouri Highways and Transportation Commission (“MHTC”) is in the search for the Director of the Missouri Department of Transportation (“MoDOT”). MoDOT is a non-partisan state agency governed by the MHTC; a constitutional commission appointed by the Governor consisting of high-profile business and civic leaders. MoDOT is responsible for the seventh largest transportation system in the country with approximately 34,000 miles of highway and 10,400 bridges. MoDOT also oversees aspects of the major transportation mode alternatives available to Missourians. This includes 124 public use airports, 11 ports, passenger rail, rail crossings, transit, and 600 miles of pedestrian trails and bike paths. MoDOT’s motor carrier services are also responsibilities of the agency.

MoDOT’s mission¹ is to provide a world-class transportation system that is safe, innovative, reliable, and dedicated to a prosperous Missouri. MoDOT prides itself on strong institutional values. These values represent the fundamental principles and philosophy of the agency. They establish the boundaries within which all department activities will be conducted and can be grouped into three primary pillars of safety, service and stability. Safety focuses on the tangible result of moving Missourians safely and doing so safely at MoDOT. Service focuses on the results of providing outstanding customer service, delivering efficient and innovative transportation projects, and operating a reliable transportation system. Stability focuses on the results of managing our assets, stabilizing resources and engaging our workforce, and fostering a prosperous economy for all Missourians.

The state’s road and bridge program is funded with federal transportation funding and the state’s fuel tax. As of July 1, 2024, the state fuel tax is 27 cents per gallon for gasoline and diesel. The state fuel tax will raise to 29.5 cents per gallon on July 1, 2025. Additional funding comes from a portion of sales tax on vehicles and license fees. Missouri currently ranks 47th nationally in revenue per mile and 13th nationally in lowest administrative cost per mile.

Over the past ten years, the department leadership has partnered with the Governor and General Assembly to increase Missouri’s transportation funding from a \$1.7 billion five-year program to a \$14.6 billion current five-year program. The current program also includes a historic additional General Revenue investment of \$2.8 billion to add a lane in each direction to nearly 200 miles of Interstate 70 and \$577 million in General Revenue funding for improvements to Interstate 44 and \$60 million to build out a four-lane connection of US 67 (future I-57) between Poplar Bluff to the state line for direct connection to Little Rock, Arkansas. An additional \$300 million over three legislative sessions to recapitalize Missouri’s low volume road network (farm to market). Along with \$50 million for railroad crossing corridor improvement to address statewide safety concerns. The Director is critical to this relationship and partnering with the Governor and General Assembly.

¹The Mission of the Missouri Highways and Transportation Commission is to:

- Represent the citizens of Missouri pursuant to the Constitution by providing independent and nonpartisan governance of the Missouri Department of Transportation; and
- Establish policies, exercise oversight, and ensure accountability in developing and maintaining a world class transportation system in Missouri which fosters safety and economic development.

The Director of the Department of Transportation, under the direction of the MHTC, is responsible for the overall leadership, direction, and performance of the department. The MoDOT organization includes approximately 800 employees at the central office in Jefferson City, and 4,300 employees located in seven districts around the state. The Director's "key" direct subordinates include: Chief Engineer, Chief Financial Officer, Chief Administrative Officer, Chief Safety and Operations Officer, Chief Counsel, Communications Director, Governmental Relations Director, and the Audits & Investigations Director. The Chief Counsel and Audits and Investigations Director are supervised by the Director, and also report to the Commission.

Essential Functions:

- Provides overall leadership and direction for the department.
- Provides direction and focus for all types of transportation in Missouri by developing the long and short-range transportation plan.
- Meets with elected officials, groups, and associations and the public to formulate solutions to transportation needs in Missouri, build consensus, deliver speeches, answer questions, and represent the department.
- Serves as the primary contact with the MHTC on matters of policy implementation and overall direction of the department and ensures effective coordination of public relations with all internal and external aspects of the department.
- Assesses department needs for additional resources and funding; actively seeks to identify new and innovative funding sources, methods, and obtain needed capital to promote transportation priorities for Missouri.
- Directs the development and administration of the Statewide Transportation Improvement Program and Missouri's High Priority Unfunded Needs with regional planning partners considering both unfunded capital and operational needs.

Minimum Qualifications:

Bachelor's degree: business administration, engineering, public administration, finance, or other fields related to leadership for a public agency. Demonstrated management experience, with at least five years of executive management experience*. This should include:

- Proven leadership skills, including a positive history of working collaboratively to establish rapport and credibility among the staff and multiple stakeholders.
- Understanding of organizational performance management practices, innovation, and accountability measures.

Must be a citizen and a resident of Missouri. *

**As required in Section 226.040 RSMo.*

Preferred Qualifications:

An outstanding track record in managing complex and diverse internal operations as well as evidenced success at achieving real results.

Personal Attributes:

A person of high personal integrity and compassion with commitment to safe and ethical behavior, and technological innovation. Is willing to engage and collaborate with elected officials, the public, and department stakeholders including regional planning and transportation industry partners. Must demonstrate a willingness to embrace and model MoDOT's departmental values, who trusts and empowers employees, and who understands and fosters inclusiveness, equity, and authenticity in the workplace.

A results-oriented personality with strong energy and drive, who is an excellent public speaker, and who can exude a calm, but direct demeanor, when communicating tough decisions and in handling difficult situations.

A high degree of political acumen including tact, diplomacy, and the people skills necessary to negotiate with the various constituencies impacting the position and the work of the department.

Employment at MoDOT offers:

An excellent benefits package that includes a defined pension plan, generous amounts of leave and holiday time, and eligibility for health insurance coverage. Visit our [CAREERS](#) page to explore all we have to offer.

To apply for the Director position, please submit your resume, as well as, a letter of interest for the position to include your vision for the delivery of a \$14.6 billion Statewide Transportation Improvement Program (5 year program), support of a workforce that is adequately compensated and engaged in their work product, succession planning, and an organization that uses technology to its fullest potential to DirectorSearch@modot.mo.gov.

POSTING CLOSES SEPTEMBER 27, 2024 AT 5:00 P.M.

If you have questions about this position, please contact: DirectorSearch@modot.mo.gov

The State of Missouri is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.