



North Central Texas  
Council of Governments

# DIRECTOR OF TRANSPORTATION

Executive Recruitment Provided by  SGR



## THE COMMUNITY

The North Central Texas Council of Governments (NCTCOG) is a regional planning organization serving the 16-county North Central Texas region. Established in January 1966 and authorized by Chapter 391 of the Texas Local Government Code, NCTCOG is a voluntary association of cities, counties, school districts, and special districts created to assist local governments in planning for common needs, cooperating for mutual benefit, and coordinating for sound regional development.

Today, the North Central Texas region serves more than 8.7 million residents and functions as a center for economic growth, transportation connectivity, and regional collaboration. The region includes nearly 12,800 square miles and is projected to reach over 12 million residents by 2050. NCTCOG's 230+ member governments include counties, municipalities, independent school districts, and special purpose districts, working together to address issues that transcend jurisdictional boundaries.

Geographically, the North Central Texas region is centered around the cities of Dallas and Fort Worth and includes more than 150 communities across the metropolitan area. The region is accessible through a robust transportation network that includes major interstate corridors and one of the world's busiest airports. This strategic location supports economic activity and regional connectivity while allowing residents to enjoy a high quality of life.

Residents and visitors enjoy a variety of amenities and attractions, including thousands of public parks, miles of trails, lakes and reservoirs, cultural venues, museums, colleges and universities, professional sports and entertainment, and year-round community events. Together, the region's economic foundation, amenities, and community assets support a high quality of life and a welcoming environment for residents, businesses, and visitors.

## GOVERNANCE & ORGANIZATION

The North Central Texas Council of Governments is an organization of, by, and for local governments. Its purpose is to strengthen both the individual and collective power of local governments and to help member entities recognize regional opportunities, resolve regional problems, eliminate unnecessary duplication, and make joint regional decisions.

NCTCOG is governed by a General Assembly composed of one voting representative from each member government. The Executive Board, consisting of 17 local officials elected by the General Assembly and one ex-officio, non-voting member of the legislature, serves as the governing body responsible for establishing overall policy direction. The FY 2026 budget is \$314,251,681.

NCTCOG is a full-service regional organization providing a wide range of services and programs through its departments, including Transportation, North Central Texas Workforce Solutions, Information and Innovation Solutions, Regional Police Academy, Environment & Development, Emergency Preparedness, Area Agency on Aging, Agency Administration, as well as the North Central Texas Emergency Communications District (NCT9-1-1) and the North Central Texas Economic Development District (NCTEDD). For all of the above, NCTCOG serves as the fiscal and staffing agent for all programs and services.

NCTCOG is the designated Metropolitan Planning Organization (MPO) for the Dallas–Fort Worth region. The independent 45 member Regional Transportation Council (RTC) serves as the MPO policy committee and is responsible for establishing overall transportation policy for the MPO. The RTC's 45 members are local elected or appointed officials from the metropolitan area and representatives from each of the area's transportation providers and directly oversee the metropolitan transportation planning process.



## ABOUT THE POSITION

The Director of Transportation serves as the organization's chief transportation planning leader and is responsible for overseeing the development, management, and operations of the Transportation Department. The Director of Transportation serves as the MPO Transportation Planning Director (MPO Staff Director) and takes policy direction from and is responsible to the Regional Transportation Council (RTC), while reporting to the Executive Director.)

This position also leads the development and long-range management of the region's Mobility Plan (Mobility 2050: The Metropolitan Transportation Plan for North Central Texas), guiding the implementation of multimodal transportation improvements, policies, and programs across the 12-county Metropolitan Planning Area through the year 2050 to meet evolving mobility needs. Primary responsibilities including planning, directing, coordinating, and managing the metropolitan transportation planning process as required by federal and state statutes. This position oversees the development and delivery of core MPO functions and programs, including the Metropolitan Transportation Plan, Transportation Improvement Program, Unified Planning Work Program, Conformity Analysis, Congestion Management System/Process, and Management and Operations Programs, while ensuring compliance with federal and state regulations.

Additional duties include providing policy and technical guidance to the Assistant Director of Transportation and senior program leadership; coordinating departmental activities with other agency departments; administering departmental and program budgets; participating in the acquisition and administration of local, state, and federal grants; and maintaining ultimate departmental signature authority for relevant functions.

The Director of Transportation serves as the liaison to the RTC (MPO Policy Committee) and TxDOT while providing highly complex staff assistance to agency membership, local elected officials, and local, state, and federal officials by representing the agency regionally and nationally; serving on state and national task forces, committees and peer review panels, and committees; preparing and delivering presentations; and responding to inquiries and requests. Strong interagency coordination experience is critical, as this role depends on sustained collaboration with federal and state agencies, transit providers, and local governments to advance shared regional mobility priorities and deliver coordinated, implementable transportation solutions.

The Director provides professional staff support to the NCTCOG Executive Board, departmental committees, and the RTC through the preparation and delivery of formal and informal presentations, preparation and review of meeting materials, direction of planning and analysis on key transportation topics, and implementation of committee strategies and MPO objectives. The role requires political astuteness, for example, understanding policy dynamics, governance structures, and stakeholder perspectives while remaining professionally nonpartisan and objective.

The Transportation Department at NCTCOG serves as staff for the MPO function for the 12-county Dallas–Fort Worth metropolitan area. The department has an annual fiscal budget of approximately \$190 million and includes approximately 200 employees. The MPO process requires close coordination with regional, state, and federal partners, including the U.S. Department of Transportation and its modal agencies, the Texas Department of Transportation, regional transit providers, toll authorities, airports, and local governments across the MPO boundary. Extensive demonstrated experience in obtaining and administering grants will be required.

## OPPORTUNITIES & CHALLENGES

The Director of Transportation will encounter a range of opportunities and challenges influenced by regional growth, complex mobility needs, and evolving federal and state transportation requirements. This role will operate within a high-visibility environment requiring collaboration across multiple jurisdictions, agencies, and stakeholder groups.

This position will require balancing long-range transportation planning, short-term program delivery, and air quality considerations while ensuring timely completion of federally required MPO products. The Director must also support policy direction from the RTC and Executive Board while maintaining compliance with applicable laws, regulations, policies, and guidelines.

The Director of Transportation will lead a large department with diverse programs and staff, requiring the ability to set strategic direction, oversee multiple program areas, manage budgets and grant funding, and administer contractual agreements with consultants and subcontractors.

This role will require adaptability, strong executive communication skills, and the ability to build consensus among elected officials, partner agencies, and stakeholders while advancing regional transportation priorities.





## IDEAL CANDIDATE

NCTCOG is seeking a collaborative, service-oriented, and results-driven executive leader to serve as its next Director of Transportation. The ideal candidate will bring extensive experience in transportation planning, metropolitan planning organization functions, and public-sector leadership within complex, multi-jurisdictional environments.

The successful candidate will be a visionary with the ability to think strategically and innovatively. The candidate will also need to demonstrate strong interpersonal skills and the ability to build productive relationships with the Executive Board, RTC, member governments, partner agencies, and staff at all levels. This individual must be an effective communicator with the ability to prepare and deliver presentations, facilitate policy and technical discussions, and represent the organization at regional, state, and national levels.

The ideal candidate will be skilled in executive-level leadership, budget and grant oversight, contract administration, and management of large teams and complex technical programs. The candidate must be able to apply sound judgment, lead through complexity, and support organizational excellence through accountability, transparency, high performance, and the ability to recognize relevant patterns that inform strategic decision-making.

The position will require a candidate that is comfortable being on stage and in front of large audiences including elected officials, technical experts and members of the public. This individual will also need to have excellent negotiation skills.

A successful candidate will value collaboration, professionalism, and staff development and will foster a culture of teamwork, continuous improvement, and service to member governments and regional partners.

## EDUCATION & EXPERIENCE

This position requires a master's degree-level education in a professional or technical field, or an equivalent combination of education, training, and progressively responsible professional experience in transportation planning, engineering, or a related discipline. A Professional Engineer (PE) license is highly preferred. Candidates should have over nine (9) years of progressively responsible experience, including executive-level leadership and management responsibilities.

The successful candidate must possess a valid State-issued driver's license and be able to meet all pre-employment requirements established by the organization, including any applicable background screening.

Please note that the Director of Transportation is required to reside within the Dallas–Fort Worth region within 120 days of date of hire.



## COMPENSATION & BENEFITS

The salary for this position is within a range, based on the selected candidate's experience, qualifications, and education. The anticipated range of the position is \$207,000 to \$325,000.

NCTCOG offers a comprehensive and competitive benefits package, including medical, dental, and vision insurance and flexible spending accounts. Full-time employee health coverage is paid for 100%, with cost-sharing options available for spousal, dependent, and family coverage. Coverage is effective on the first day of employment. Life insurance is provided at two times annual salary up to \$200,000, with optional additional coverage available.

In addition to paid holidays, NCTCOG offers vacation, sick leave, and personal holidays. Additional benefits include a phone and technology allowance, employee assistance program, prepaid legal services, an on-site gym, and professional development opportunities including tuition reimbursement and training.

NCTCOG does not participate in Social Security. Instead, NCTCOG offers a 401(a) defined contribution retirement plan. Employees are required to contribute 6% of their gross pay, and NCTCOG contributes 12%. Additional retirement savings opportunities are also available, including a Roth IRA, a 457 Deferred Compensation Plan, and other investment options.

## APPLICATION PROCESS

Apply online at:

<https://www.governmentresource.com/recruitment/north-central-texas-council-of-governments-tx-director-of-transportation/>

For more information, contact:

Marsha Reed, P.E., Senior Vice President, Executive Recruitment  
[marshareed@governmentresource.com](mailto:marshareed@governmentresource.com) | 806-789-9641

*NCTCOG is committed to providing equal employment opportunities for all employment actions, including but not limited to recruitment, hiring, training, promotion, transfer, and compensation without regard to race, color, religion, national origin, sex, age, genetic information, disability, veteran status, political affiliation, or other protected class. Finalists will be subject to a comprehensive background check.*