



**Salem Area Mass Transit District,
Oregon**

CHIEF SAFETY OFFICER
\$109,722 - \$156,438

Plus Excellent Benefits

Apply by
September 15, 2024
(First Review, Open Until Filled)

PROTHMAN



THE REGION



Headquartered in the city of Salem, Oregon, the Salem Area Mass Transit District, also known as Cherriots, operates within the urban growth boundary of Salem and Keizer. The region is one of the most beautiful and livable areas of the Pacific Northwest, being located in the lush Willamette River valley in central Oregon. Salem is just an hour away from the Cascade mountains to the east and the ocean beaches to the west, and offers year-round outdoor recreation, sports, music, theater, and arts. The region is supported by a diverse economy, including agriculture, education, manufacturing, technology, recreation, and tourism. The region also has easy access to the Portland metropolitan area an hour to the north along the I5 corridor.



Salem is Oregon’s capital city, home to nearly 178,000 residents, and covers over 49 square miles. Adjacent to the city of Salem, Keizer is home to 38,306 residents and is known as “the Iris Capital of the World.” The Salem/Keizer metropolitan area has a population of over 400,000. Salem is the employment and retail center for surrounding communities in Marion and Polk counties.

Salem provides a great environment for families, with affordable housing, an excellent transportation system, health care services, and an award-winning K-12 school system. Over 13 public or private universities and colleges are located within a 70-mile radius, providing opportunities for both undergraduate and graduate degrees.



Residents of Salem and Keizer have a strong culture of volunteerism and have a demonstrated commitment to community improvement. These communities have worked hard to create an environment with quality services, low crime rates, access to many outdoor and cultural activities, and a strong sense of community that is inclusive of all of the local residents.

The region has numerous parks, many of which are nestled within residential neighborhoods. Many park amenities were volunteer-built, and consist of an amphitheater, trails, playgrounds and sports courts, river frontage, and dog parks.

This vibrant and community-focused atmosphere makes the region not only a great place to live but also a thriving hub for connectivity and growth in the Pacific Northwest.





THE ORGANIZATION

Cherriots is a public transportation agency which continually strives to provide a world-class customer experience. Cherriots is governed by a seven-member Board of Directors, each serving four-year terms and representing one of seven subdistricts. Cherriots operates with an operating budget of \$147.6 million with 265 full-time employees.

Cherriots operates fixed-route transit and paratransit service within the urban growth boundary of Salem and Keizer, and regional express service between communities in Marion, Polk, and Linn counties. Other Cherriots services include Cherriots Shop and Ride, travel training and rideshare information including carpool and vanpool matching. In addition, Cherriots Route 1X is a commuter service that connects Salem with Wilsonville and the Portland Metro area to the North. Cherriots also manages ride share services called Cherriots Commuter Options. The well-maintained Cherriots fleet of 68 Cherriots local buses, 37 Cherriots LIFT (paratransit service), 14 Cherriots Regional express buses, and 3 Cherriots Shop and Ride buses (shopper shuttle and dial-a-ride) run on clean diesel or renewable natural gas. Each are ADA accessible with front-load bike racks.

In FY2024, ridership numbers reached 3,228,783 for local routes, 106,952 for Cherriots regional express, 99,389 for Cherriots LIFT (paratransit), and 4,849 for Shop and Ride services.



THE POSITION

Under the direction of the Deputy General Manager, the Chief Safety Officer (CSO) provides executive direction to Cherriots overall security, system safety and emergency management, contract compliance, strategic plan, bus safety, Customer Satisfaction and Agency Safety Plan. As Cherriots Safety Management System (SMS) Executive, the CSO leads Cherriots Safety, Security and Emergency Management Division staff proactively to achieve bus, and facilities and emergency planning goals and objectives. This position provides functional oversight and auditing of the safety, security and emergency planning activities, and Cherriots construction/capital and facility improvement projects.



This position ensures a commitment to safety through effective leadership, role modeling and implementing practices that demonstrate safety as a fundamental value and a priority in all aspects of work. The incumbent is also responsible for investigations and crime prevention, developing and implementing public security strategies, coordinating assigned activities with other departments/divisions and outside agencies, and providing consultative support to executive leadership.

The Chief Safety Officer will oversee a division with 4 FTEs and a budget of \$2.5 million.

For a full job description and to view all responsibilities, please view the attachment found [here](#).

OPPORTUNITIES & PRIORITIES

- This is a new position that demonstrates Cherriots' commitment to safety. The position will evolve from the strengths that the successful candidate brings. Primarily Safety, Security and Emergency Management are the current focus for the Chief Safety Officer.
- Safety is a top priority for Cherriots. To that end, internal operators and other staff are keenly engaged in putting safety and security into daily operations practices. Near the top of the list for the successful applicant is to develop and deploy safety and security enhancements to address operators and staff needs.
- This position will be a trusted liaison for the Safety Department with other divisions, departments, bargaining units, local governments and outside agencies. Being skilled at negotiating resolutions to the satisfaction of all parties is a key trait needed to be successful in this position.
- The Chief Safety Officer will have an opportunity to build their own reputation as a valued team member and be engaged in an inclusive organizational culture which values kindness, humility, ownership and safety.



IDEAL CANDIDATE

Education and Experience:

- Ten (10) years of total experience of management experience at a senior level in the public or private sector that is directly related to organizational and public safety.
- A bachelor's degree or equivalent from an accredited college or university in Safety Management, Criminal Justice, Business Administration, Public Administration, Risk Management or a closely related field. **OR** Any satisfactory equivalent combination of related experience and training which provides required knowledge, abilities, and skills.
- Experience with well-developed safety management systems, experience managing multiple departments with different responsibilities, and experience managing vendor contracts involving a number of on-site contract personnel.
- A valid Oregon Class C driver's license and driving record which demonstrates adherence to safety and traffic laws and regulations.
- No criminal conviction which may, in the sole judgment of the District, constitute a threat to property or the safety of others.
- The ideal candidate will have a background in law enforcement, or have other relevant experience such as city management, emergency management, police, fire, EMS or risk management services are likely backgrounds that can lead to success.
- Public transit experience is desired.

Necessary Knowledge, Skills, and Abilities:

- Experience navigating a labor union environment.
- Excellent presentation and public-facing skills.
- Proven successful leadership experience of teams of 3 or more individuals.
- The ability to oversee and administrator a multi-million contract for private security services for multiple sites successfully.
- The ability to make sound recommendations in contact services as required to meet the goals of the Cherriots Board of Directors and General Manager.
- Proven skill working effectively with a wide variety of people and skill sets.
- Experience assisting local government to innovate safety and security partnerships.
- A willingness to be the “Public Face” of the agency during certain events and presentations
- A commitment to safety through effective leadership, role modeling and implementing practices that demonstrate safety is a fundamental value and a priority in all aspects of work.
- Previous experience navigating a labor union environment.
- Experience overseeing regulatory safety and security requirements of FTA, and TSA, and the ability to ensure all compliance forms are submitted and filed appropriately.
- A commitment to world class customer experience, and the ability to be self-starting and proactive.

COMPENSATION & BENEFITS

- **\$109,722 - \$156,438 DOQ**
- Medical and Prescription Insurance (100%)
- Vision and Hearing Insurance (100%)
- Dental Insurance (100%)
- HRA VEBA - \$1,500 Annually
- 12 Days of Sick Leave
- 10 Days of Admin Leave
- Vacation Leave – Starting at 10 Days/Year
- 10 Paid Holidays
- Long Term Disability Insurance
- Voluntary Supplemental Term Life Insurance
- Life Insurance and AD&D
- Employee Retirement Profit Sharing Plan. District contributes 5% of employee earnings, and matches up to 5% of employee 457 contributions
- Deferred Compensation Plan
- Legal and Identity Protection
- Flexible Spending Account
- Employee Assistance Program
- Cherriots Bus Pass & Family Bus Pass
- Telework/Hybrid Option Available
- Possible Relocation Assistance

For more information on Cherriots, please visit: www.cherriots.org

Cherriots (Salem Area Mass Transit) is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 15, 2024** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "**Cherriots, OR – Chief Safety Officer**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the Prothman website as instructed on the form.



www.prothman.com

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