



Position Brief

Chief Executive Officer

Research Triangle Regional Public Transportation Authority

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The Opportunity

We are excited to announce a unique executive opportunity with the Research Triangle Regional Public Transportation Authority, known as GoTriangle. The President and CEO of GoTriangle will play a critical role in shaping the future of transportation in one of the most vibrant and dynamic regions in the nation. This position offers a unique opportunity to lead a forward-thinking organization through an era of transformative change in public transportation, making a lasting impact on the community's development and quality of life.

About GoTriangle

GoTriangle serves as the premier provider of public transportation in the rapidly growing and diversifying Raleigh-Durham-Chapel Hill region, known as the Research Triangle. Dedicated to enhancing regional connectivity and mobility, GoTriangle offers comprehensive regional transit solutions including regional bus and shuttle services, paratransit, vanpools, ride-matching, commuter resources, and an emergency ride home program for the area that includes Apex, Cary, Chapel Hill, Durham, Garner, Hillsborough, Knightdale, RDU International Airport, Raleigh, the Research Triangle Park, Wendell, Wake Forest, and Zebulon. With a robust call center and extensive community outreach, GoTriangle is committed to raising the standard of public transit in accordance with escalating community expectations.

Vision

GoTriangle aims to make exceptional public transportation the foundation of the region's community, prosperity, and mobility.

Mission

GoTriangle improves our region's quality of life by connecting people and places through safe, reliable, and easy-to-use travel choices.



Governance

Since the North Carolina General Assembly established the agency as the Research Triangle Regional Public Transportation Authority in 1989 to serve Durham, Orange, and Wake counties, GoTriangle has worked to connect the region. GoTriangle embraces its role as the regional transportation agency by leading the effort for transit improvements.

GoTriangle is governed by a 13-member Board of Trustees, which by law is authorized to make decisions and enact policy for the agency. The region's principal municipalities and counties appoint ten voting members to staggered four-year terms, while the North Carolina Secretary of Transportation appoints three ex-officio nonvoting members. Each year, voting members elect a chair, vice-chair, secretary, and treasurer. Members deliberate and offer recommendations on agenda items through committees established for specialized areas. Since January 1, 2024, these committees include Planning, Operations, Audit & Finance, and Administration & Governance. To ensure effective governance and continuous monitoring of agency operations, the Board of Trustees conducts monthly in-person meetings, virtual monthly committee meetings, and other meetings, as necessary.

In Durham, Wake, and Orange counties, transit plans are funded by a half-cent sales tax, designed to enhance regional connectivity through strategic transit initiatives. As the tax district administrator, GoTriangle plays a pivotal role in overseeing these funds. Working collaboratively with partners within the tax district, GoTriangle prioritizes and implements key projects outlined in the county transit plans. Key capital projects funded by these plans include the construction of a state-of-the-art bus transfer facility in downtown Raleigh and the development of bus rapid transit corridors. These corridors will connect West Durham to Garner and Clayton, aiming to forge a seamless regional transit network.

Primary sources of funding for GoTriangle come from vehicle registration fees, a 5% rental vehicle tax, a portion of a half-cent sales tax dedicated for transit in Durham, Orange and Wake counties allocated to GoTriangle for specific projects by the counties. Additionally, it benefits from federal and state funding resources. Like other local transit agencies, GoTriangle suspended fares in March 2020 due to the COVID-19 pandemic, seeking to ease financial burdens for the frontline workers and community members who were relying on transit for essential travel, such as reaching critical jobs, obtaining food, or accessing healthcare. The fare suspension was also designed to avoid interaction at the fare box to help protect operators from the disease during the pandemic. Fares were reinstated on July 1, 2024, but a new program was introduced to provide free transit for those in need.

The Community

The Research Triangle, comprised of Durham, Wake, and Orange counties in North Carolina, is a prime destination for professionals and their families, known for its synergy of education, innovation, and quality of life. Anchored by three prestigious universities—Duke University in Durham, the



University of North Carolina at Chapel Hill in Orange County, and North Carolina State University in Raleigh, Wake County—this region boasts a highly educated workforce, and a robust economy centered around technology, healthcare, and academic research. The state capital, Raleigh, further elevates the area's profile. The renowned Research Triangle Park enhances the area's reputation by hosting over 300 companies, fostering a collaborative atmosphere that bridges academia, industry, and public sector initiatives.

For families, the Research Triangle offers an exceptionally high quality of life characterized by a variety of affordable housing options, excellent public and private schools, and extensive healthcare facilities. As one of the fastest-growing regions in the country, the community is culturally rich, featuring diverse culinary scenes, vibrant arts and music venues, and numerous parks and recreational areas that provide ample opportunities for outdoor activities. With its well-planned cities and communities, the area supports a balanced lifestyle that is both professionally stimulating and family-friendly, making it an attractive location for executives looking to relocate. The region's commitment to sustainability and community involvement further positions it as a forward-thinking area that values both its residents and the natural environment.



For more information visit: [GoTriangle](#)



The Position

The President & CEO of GoTriangle will drive strategic advancements and growth in public transportation, focusing on enhancing operational performance and engaging with key stakeholders. This executive will champion innovative solutions tailored to the dynamics of an expanding urban landscape, including the development of Bus Rapid Transit systems. The role demands a dynamic leader with exceptional financial, business, and political skills, committed to setting new benchmarks in service excellence and community satisfaction. Reporting to the Board of Trustees, the CEO will lead a professional staff of 300+, inspiring them to achieve the highest level of performance.

Responsibilities

- **Strategic Implementation and Governance:** Implements the policies set by the Board of Trustees and propels the Authority towards achieving both current and long-range goals. Manages GoTriangle's activities in line with the mission defined by the N.C. General Statute establishing the organization, and as further refined by the Board. Ensures compliance with statutory and legal requirements in collaboration with the General Counsel. Works closely with the Board Chair and Clerk to organize and conduct monthly Board meetings, seeking Board approvals as necessary for business activities.
- **Visionary Leadership and Change Management:** Supports the development and implements a long-term strategic plan for GoTriangle's innovation and growth. This involves setting clear goals, developing new initiatives, and guiding the organization through significant challenges and opportunities.
- **Culture and Team Development:** Cultivates a strong internal culture that values leadership development and staff empowerment. Provides clear direction and strategic vision, fostering an environment that encourages innovation and collaboration. Inspires staff across all levels of the organization by promoting professional development, recognizing achievements, and supporting career advancement opportunities. Drives the agency's objectives with a commitment to developing leaders within the organization who are equipped to handle future challenges and opportunities.
- **Stakeholder Engagement and Communication:** Fosters robust relationships with local, state, and federal government entities, including but not limited to the FTA, FRA, NCDOT, and NCRC, as well as municipalities within Durham, Orange, and Wake counties and metropolitan planning organizations. Builds the necessary relationships with funding partners and helps guide regional transit projects through complex funding processes. Ensures effective communication of the Authority's activities, objectives, and outcomes to a diverse stakeholder group including riders,



business communities, and the general public. Actively engages with the public across all Triangle counties, building trust with key stakeholders and positioning themselves as a regional thought leader on transportation issues.

- **Operational Oversight and Service Delivery:** Works collaboratively with partner agencies and manages the provision of services to ensure safety, cost-efficiency, and customer focus. Oversees the executive team and related staff, fostering a culture of collaboration, accountability, and professional growth.
- **Transparency and Accountability:** Ensures the highest standards of ethics and transparency in financial management and operational practices. Embraces the importance of personal and organizational accountability and positions themselves as a trusted and open-minded partner to the agency's stakeholders.
- **Reporting and Planning:** Regularly reports to the Board on the Authority's financial status, operations, construction, and project management. Recommends and implements Board-approved planning processes and objectives.
- **Marketing and Community Relations:** Provides oversight for the development and execution of marketing strategies that effectively communicate the services offered by the Authority, enhancing public awareness and engagement.
- **Diversity and Inclusion:** Engages with community stakeholders to ensure that transportation initiatives reflect the diverse needs and voices of the region. Advances the Authority's commitments to affirmative action, equal opportunity employment, and support for disadvantaged business enterprises. Ensures that personal conduct upholds the principles of honesty, integrity, and fairness in accordance with the Authority's policies and procedures.



The Candidate

Competencies & Areas of Expertise

The ideal candidate for the position of President and CEO at GoTriangle will exhibit visionary leadership, characterized by a charismatic presence and exceptional communication skills. This leader must be skilled in relationship building, with the political savvy necessary to navigate complex stakeholder environments and drive consensus. The ability to articulate and advance the agency's strategic vision while fostering an inclusive dialogue among diverse groups is essential.

Expertise in strategic planning is crucial, particularly experience working collaboratively with local businesses, municipalities, educational institutions, and diverse community groups to achieve tangible outcomes. While prior transit agency experience is not required, the CEO should be well-versed in transit industry best practices, including the adoption of emerging technologies and innovative service models. A proven track record of managing public funds effectively and securing grants is essential for maintaining and enhancing the financial stability of the organization.

Additionally, the CEO must have a solid record of managing organizational culture and leading people effectively. This includes driving change management initiatives and fostering an environment that embraces innovation and continuous improvement. The successful candidate will demonstrate a range of interpersonal and leadership qualities, including professional integrity, emotional maturity, and the capacity for empathetic and respectful engagement.

Key candidate attributes include:

- Exceptional soft skills, fostering an environment where communication flows and listening is as valued as speaking.
- The ability to unify diverse groups, inspiring trust, and confidence through an approachable and inclusive demeanor.
- Agility in managing change, adapting to evolving challenges while maintaining strategic focus.
- Demonstrated ability to lead with decisiveness and clarity, particularly in scenarios requiring difficult decisions.
- Strong performance and results orientation, ensuring that actions are guided by facts and aligned with the mission's overarching goals.



Essential Qualifications

- A minimum of ten (10) years of progressively responsible management experience in an organization of comparable size and complexity, including significant leadership roles. Prior experience as a CEO or in a similar executive capacity is highly desirable.
- A Bachelor's degree from an accredited four-year institution in a discipline relevant to the role, such as Business, Urban/regional Planning, Public Administration, or related field is preferred. A Master's degree is a plus.
- Comprehensive understanding of the components necessary for planning, financing, implementing, and organizing regional infrastructure initiatives.
- In-depth knowledge of Federal funding mechanisms with a proven ability to leverage these resources effectively.
- Capabilities to champion and advance the Authority's strategic interests at Federal, State, and regional levels, which may occasionally require travel.
- Exceptional leadership and relationship-building capabilities, underpinned by sound judgment and the ability to make well-informed decisions.
- Outstanding communication skills, adept at researching, writing, and organizing, necessary for articulating complex information clearly and sensitively across diverse audiences.

Important Notices

- GoTriangle is an Equal Employment Opportunity Employer/Affirmative Action (EEO/AA) employer that complies with applicable federal and state laws. As a matter of principle, GoTriangle does not discriminate in employment on the basis of race, color, religion, age, sex, sexual orientation, national origin, disability, veteran's status, or any other reason prohibited by law.
- Applicants qualifying for employment will be subject to an extensive background check including, but not limited to, fingerprint checks, employment verification and other procedures.
- GoTriangle demonstrates its commitment to employees through an outstanding, comprehensive benefits program.



About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber, people, for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity, and care, and are expert in finding exceptional individuals for challenging roles.

WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground expanding across more than 30 countries globally.

To apply:

Please submit a comprehensive CV along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is by email to: Allison.Zobrist@odgersberndtson.com





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