



**RCTC**

**RIVERSIDE  
COUNTY  
TRANSPORTATION  
COMMISSION**

**Riverside County  
Transportation  
Commission**

Riverside, California

*invites your interest in the position of*

**Regional Conservation Director**

Recruitment Services Provided by  
**Ralph Andersen & Associates**

## Join An Incredible Team

*The Riverside County Transportation Commission (RCTC) is conducting a national search, seeking a dynamic leader and effective manager to be the next Regional Conservation Director. This high-level position is responsible for planning and managing the implementation of the Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP).*

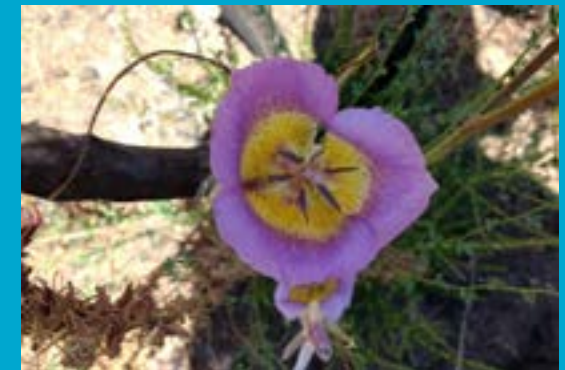
*This is an incredible time to join the RCTC Leadership Team and contribute to one of the nation's landmark conservation programs.*

# Riverside County Transportation Commission

On January 1, 2021, the Riverside County Transportation Commission (RCTC/Commission), became the managing agency of the Western Riverside County Regional Conservation Authority (RCA), which is responsible for one of America's most ambitious environmental efforts: the Riverside County Multiple Species Habitat Conservation Plan (MSHCP). The MSHCP is a state and federal permitted habitat conservation plan (HCP) and Natural Community Conservation Plan (NCCP) that was finalized in 2004. RCTC was established through California State law in 1976, oversees funding and coordination of all public transportation services within Riverside County. The Commission's responsibilities have grown in the years since its inception from coordinating highway and transit planning and identifying projects for state and federal funding to responsibility for all aspects of region-wide planning for Riverside County's mobility needs. RCTC administers Measure A, a half-cent sales tax measure, approved by voters to support transportation projects, programs, and services. In addition, RCTC is one of 5 member agencies of the Southern California Regional Rail Authority, operator of Metrolink.

For more information about MSHCP click [here](#).

The Western Riverside County Regional Conservation Authority (RCA) formed in 2004 to achieve one of America's most ambitious environmental efforts, the **Riverside County Multiple Species Habitat Conservation Plan (MSHCP)**. Our mission is to establish a 500,000-acre habitat reserve to protect, restore, and enhance habitats for the conservation of 146 species while expediting construction of needed infrastructure, particularly transportation, and providing certainty in the development process. As the nation's largest habitat conservation plan, the MSHCP strengthens the sustainability and quality of life in Western Riverside County by alleviating traffic congestion, protecting natural resources and improving air quality. The MSHCP provides Endangered Species Act coverage under a single permit for critical wildlife areas, which help accelerate the construction of freeway and road projects by as much as five years.



Acquiring reserve lands is RCA's core activity. RCA also:

- Manages the lands it acquires to ensure animals and plants thrive.
- Monitors "habitat loss" and the behavior and welfare of protected plants and animals.
- Reviews applications for infrastructure or development projects.

# The Position

The Regional Conservation Director reports directly to the Deputy Executive Director and is a key member of the Agency's leadership team which also interfaces with the 23 elected officials on the RCA Board of Directors. The Regional Conservation Team consists of 5 employees, including the Director (RCTC has a total of 81 full-time budgeted staff including the Director), and works in a matrix organizational structure with other RCTC departments.

This is a key department head level position that oversees and directs all activities related to regional conservation, including short- and long-term strategy as well as day-to-day administration of the department and support of MSHCP Permittees and RCA Member Agencies. This position regularly interacts with the RCA Board of Directors, which consists of the Riverside County Board of Supervisors and one representative of all 18 western Riverside County cities. Successful candidates will have a working knowledge of public policy related to regional conservation, infrastructure, and/or community development and have the ability to manage conflicts and politically sensitive matters with integrity.

Key responsibilities of this position include:

- Assumes full management of all regional conservation programs and projects including implementation of the Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) and the operations of the joint powers authority managed by RCTC (RCA); establishes program strategic priorities and directs staff accordingly;
- Contributes to the overall quality of regional conservation department by developing, reviewing, and implementing policies and procedures to meet legal requirements and RCTC/MSHCP needs; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of changes;
- Provides strategic direction to the reserve management/monitoring and geographic information systems (GIS) teams; provides advice and guidance to department staff and other RCTC staff related to regional conservation in the realms of finance, land acquisitions, communications, and legislative/intergovernmental affairs;
- Represents RCTC and participates in meetings with local/state/federal elected/appointed officials, land developers, and federal and state agencies regarding implementation of the MSHCP, fee assessment decisions, reserve assembly analysis, property acquisitions and encroachments, Joint Project Reviews, and related reserve management and monitoring and land management issues;
- Negotiates and executes cooperative contracts and agreements with outside agencies and private parties; ensures compliance with requirements imposed under contracts and agreements; and
- Monitors changes in laws, regulations, innovation, science, and technology that may affect regional conservation programs and projects; implements policy and procedural changes as required.

## The Position *continued*



Additionally, the top candidate for this position will also be skilled in:

- Political issues management, maintaining confidentiality, conflict resolution, and negotiation, including advising executives and elected officials;
- Communication (writing clear and concise staff reports and other documents for public consumption, public speaking and delivering presentations with confidence, tactfulness, discretion, and prudence to diverse audiences with different degrees of comprehension on various subject matters);
- Managing a wide variety of activities/staff in a fast-paced environment; assigning priorities and meeting deadlines;
- Leading and supporting team members in implementing complex strategies and activities;
- Building consensus among diverse partners and stakeholders that will lead to solutions and results;
- Interpreting and explaining complex legal and technical documents;
- Initiating and managing initiatives, programs, and operations.

Most importantly, the Regional Conservation Director will be highly skilled and continually involved with establishing, strengthening, and maintaining effective work relationships with the executive leadership team of RCTC, contracted agencies, and community groups.

## Personal Attributes

The following personal attributes, traits, and skills are of the greatest importance for this position:

- Genuine interest in regional conservation including the broad range of issues facing RCTC in the implementation of the MSHCP;
- Excellent writing and great listening skills;
- Prudent and effective fiscal oversight of contracts and anticipated deliverables;
- Outstanding character, integrity, and professionalism;
- Ability to communicate effectively and clearly explain complex issues to a wide variety of constituents;
- Strategic and well-honed project management skills;
- Innovative thinking and entrepreneurial approach to problem solving;
- Collaborative style focused on team work; and
- Ability to thrive in a dynamic environment with a focus on strategic planning, organizational skills, and project management with innovative solutions for resources to meet the Agency's overall strategic initiatives.

# Qualifying Experience and Education

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

A Bachelor's degree in public administration, public policy, business administration, environmental sciences, engineering, planning, or a closely related field and ten (10) years of broad and progressively responsible administrative and/or management experience in regional conservation, community development, or a closely related field.

## Compensation and Benefits

The salary range for this position is \$186,792 to \$252,180 annually and will be based on qualifications and experience. RCTC offers a competitive benefits program, which will include:

- Retirement: CalPERS retirement plan for Classic members is 2.7% @ 55 with employee paying a contribution of 8%. Benefits based on single highest year of compensation. New PEPRAs members is 2% @62 with employee paying 8% of the retirement contribution. RCTC does not participate in Social Security.
- Medical: Choice of HMO and PPO medical insurance plans.
- Dental, Vision, Life Insurance, and Disability: Employer paid plans offered.
- Vacation: Starting at 80 hours of vacation per year as well as Holiday and sick leave accruals.
- Other benefits: Includes educational reimbursement, professional development, and commuter assistance.
- 401(a) Money Purchase Plan: Employer contributes equivalent to 7.5% of salary each year. Employees vest in the account at 20% each year and is fully vested after five years of RCTC service.



# To Be Considered

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Candidates are encouraged to **apply immediately**, with the review of resumes in early August.

Candidates should submit a comprehensive résumé and a compelling cover letter immediately via email to: [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Confidential inquiries should be directed to Mr. Fred Wilson, Ralph Andersen & Associates at (916) 630-4900.

*Riverside County Transportation Commission  
is an equal opportunity employer*

