



The Humboldt County Association of Governments (HCAOG) invites you to apply for

# EXECUTIVE DIRECTOR



Are you an experienced leader in transportation and land-use planning, policy development, and public administration? Humboldt County Association of Governments (HCAOG) invites you to bring your expertise and vision to our team as the Executive Director. This role is your opportunity to make a lasting impact on regional transportation planning and serve as a key figure in shaping the future of Humboldt County's mobility, infrastructure, and environmental sustainability.

*Learn more within.*

## About Humboldt County Association of Governments

The [Humboldt County Association of Governments \(HCAOG\)](#) is a Joint Powers Agency composed of the seven incorporated cities (Arcata, Blue Lake, Eureka, Ferndale, Fortuna, Rio Dell, Trinidad), and the County of Humboldt. It is the designated Regional Transportation Planning Agency (RTPA) as well as the Service Authority for Freeway Emergencies (SAFE).

HCAOG's activities carry out the policies and implementing actions that the Board adopts in the Regional Transportation Plan (RTP). HCAOG's regional transportation goal is for Humboldt County to have a carbon-neutral, multi-modal transportation system that is comprehensive, safe, sustainable, and equitable for all.

### Focus Areas

- ▶ **Climate Change Preparedness:** HCAOG is building collaborative, coordinated programs for reducing transportation sector greenhouse gas emissions with an overall goal of achieving a substantial shift to more walking, biking, and public transit.
- ▶ **Public Safety & Health:** HCAOG adopts the Vision Zero initiative with the goal of eliminating roadway fatalities, with a focus on pedestrians and bicyclists hit by cars. Active transportation is a vital connection to healthy and active communities.
- ▶ **Equity & Inclusive Access:** Transportation equity seeks fairness in transportation programs and that no group is disproportionately impacted. HCAOG is committed to holding equity and accessibility efforts at the core of our programs and strategies.
- ▶ **Housing & Vibrant Neighborhoods:** Housing with a relationship to everyday destinations, including transportation options, is key to achieving a high quality of life within our communities. Our agency supports land use policies that encourage less traffic and congestion.

### Mission Statement

To develop, operate, and maintain a well-coordinated, balanced, countywide multimodal transportation system that is safe, efficient, and provides good access to all cities, communities, and recreational facilities, and into adjoining regions. A balanced multimodal transportation system includes, but is not limited to highway, public transit, aviation, marine, railroads, recreation, bicycle, pedestrian, and utility systems.

## Glimpse Into Initiatives You'll Help Shape

### Regional Transportation Planning Projects

HCAOG routinely takes a leading role in implementing a diverse array of transportation planning projects throughout Humboldt County. As the Executive Director, you will oversee the implementation of several exciting transportation-related projects, including the Loleta Safe Routes to School and Tribal Lands Connectivity Project, the Comprehensive Plan for Regional Transit and Land-Use Network Planning Project, and the 2026 Humboldt Regional Pavement Management Plan.

### Regional Transportation Coordination

HCAOG plays a critical regional role in coordinating transportation projects and services throughout the region and beyond. As the Executive Director, you will have the opportunity to work with local and tribal governments to advance transportation projects including recreational/commuter trails, interchange reconfigurations, complete streets retrofits, and various types of transportation safety improvements. In addition to working collaboratively with local governments, you'll have the opportunity to engage in projects involving other transportation-related agencies, including the Humboldt Transit Authority, Caltrans, and the Great Redwood Trail Agency.

### Work Beyond Simply Transportation

Although HCAOG is the region's transportation planning agency, HCAOG regularly works in other exciting areas with a nexus to transportation. As the Executive Director, you will have the opportunity to engage in land-use and housing related work, including the Regional Housing Needs Allocation Process. Additionally, the Humboldt County Regional Climate Action Plan has recently been completed, and much of the work associated with the plan is in relation to housing, transportation, and transit services. As the Executive Director, you'll have the opportunity to act as a regional leader in the implementation of this important regional plan.



## About the Position: Executive Director

### The Role

As the Executive Director, you'll serve as HCAOG's Chief Executive Officer, overseeing all transportation projects, policies, and strategic goals in alignment with the Board's vision. You'll lead a dedicated team, manage budgets, and represent HCAOG across a broad network of public, private, and governmental stakeholders. Your leadership will be pivotal in implementing innovative solutions, maintaining regulatory compliance, and promoting effective programs that enhance the quality of life for residents across Humboldt County.

### Key Responsibilities

- ▶ **Strategic Leadership:** You'll provide strategic leadership to guide HCAOG's programs and projects in accordance with Board-approved policies, regulatory requirements, and community needs.
- ▶ **Budget Management:** You'll oversee the development, allocation, and administration of HCAOG's operational and capital budgets to ensure fiscal responsibility and program efficiency.
- ▶ **Program Development:** You'll spearhead the development and implementation of goals and policies that drive sustainable growth and ensure effective public services.
- ▶ **Stakeholder Engagement:** You'll represent HCAOG in meetings with governmental agencies, business groups, and community organizations, fostering cooperative relationships to advance transportation solutions.
- ▶ **Operational Oversight:** You'll ensure HCAOG's projects, work standards, and employee development align with the agency's mission, delivering outstanding service to the Humboldt County community.

### The Ideal Candidate

The ideal candidate is a visionary leader dedicated to public service, environmental sustainability, and community engagement. Bringing proven experience in budgeting, regulatory compliance, and policy implementation within a Regional Transportation Planning Agency or a similar organization, the candidate will effectively navigate challenges and drive solutions. The ideal candidate excels in collaboration, instilling confidence and fostering a culture of teamwork, as they will collaborate with elected officials, member agencies, tribal governments, Caltrans, other JPAs, community partners, engineers, and planners. The candidate is deeply committed to equity—both in management practices and in designing community outreach and transportation investments that address the needs of underserved communities.

### Qualifications

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:

- ▶ Bachelor's degree in Public or Business Administration, Public Policy, Planning, Engineering, or a related field.
- ▶ 7+ years of management experience in a Regional Transportation Planning Agency, municipal government, or similar public sector organization.
- ▶ A Master's degree is highly desirable but not required.

*Research shows that many women and people of color, in particular, feel that they have to have 100% of both required AND desired skills/experience before applying for a new job. If you are passionate about regional collaboration and meet the minimum qualifications, we encourage you to apply!*

[View the full job description.](#)



## Compensation & Benefits

The salary range for the Executive Director position is \$148,000 – \$180,000 depending on qualifications.

Humboldt County Association of Governments offers the following benefits:

- ▶ **34-Hour Work Week:** Get more time back in your week with a flexible schedule designed to support work-life balance.
- ▶ **Sick Leave (12 Days):** Sick days are accrued at one day per month.
- ▶ **Family Sick Leave (5 Days):** Take care of your loved ones with up to five days of paid family sick leave each year.
- ▶ **Vacation:** Enjoy 12 days of vacation per year for the first three years of employment, increasing thereafter.
- ▶ **14 Paid Holidays:** Celebrate and recharge over fourteen paid holidays.
- ▶ **CalPERS Retirement Plan:** Secure your future with a retirement plan through CalPERS; 2% at 62.
- ▶ **Health Insurance:** Access affordable, comprehensive health coverage for yourself and your family. We pay 100% for you and 33% for one eligible dependent.
- ▶ **Life Insurance:** Enjoy peace of mind with life insurance designed to protect you and your loved ones.
- ▶ **Dental and Vision Package:** Keep smiling with dental and vision benefits.

### Why HCAOG?

At HCAOG, you'll find a culture of teamwork, dedication, and respect. This is a unique opportunity to work with passionate professionals in an organization that values transparency, innovation, and service to the public. Join us in leading the way for a sustainable and connected Humboldt County.

### How To Apply

To be considered for this position, please submit your resume and cover letter to [brendan.byrd@hcaog.net](mailto:brendan.byrd@hcaog.net). This position is open until filled with the first review on Friday, May 29.

After the submission deadline, candidates will be screened for qualifications. If you require additional information or have questions, please contact Brendan Byrd at 707-444-8208.