

Executive Leadership Opportunity



DENVER REGIONAL
TRANSPORTATION DISTRICT

Director, Safety and Environmental Compliance/Chief Safety Officer

KL2 Connects has been retained by the Denver Regional Transportation District to recruit its next Director, Safety and Environmental Compliance/Chief Safety Officer (DSEC/CSO). This is a transformative opportunity to collaborate with the executive leadership team at one of the nation's largest multimodal transit agencies.



CAREER-
DEFINING
Opportunity



Located in
DENVER,
COLORADO



EXTENSIVE
MULTIMODAL
Transportation System

Where You'll Be Working



The Regional Transportation District (RTD), headquartered in Denver, covers 2,324 square miles, serving 40 municipalities within eight counties across the Denver-Aurora-Lakewood Combined Statistical Area, and the Boulder Combined Statistical Area.

126
BUS
ROUTES

3,457
EMPLOYEES

65+
MILLION
BOARDINGS

10
RAIL LINES

RTD provides bus, light and commuter rail, microtransit and paratransit services to a population of just over 3 million people in one of the most vibrant U.S. cities and its surrounding metropolitan area. The agency's dedicated workforce epitomizes RTD's mission of making lives better through connections. In 2023, the system had more than 65 million boardings, a number that has seen year-over-year increases since the start of the COVID-19 pandemic. RTD employs over 3,000 people and has an operating budget of \$1.2 billion.

The agency was created in 1969 and is governed by a publicly elected Board of Directors. Each of

the 15 Directors represent a geographic district of approximately 200,000 constituents and serve four-year, staggered terms.

Denver Union Station, located in the heart of Denver's downtown, is RTD's main rail station and intermodal hub. Union Station is a main anchor of Lower Downtown, known as LoDo, a 23-block area of restaurants, clubs, galleries, shops, and hospitality businesses. Union Station's nationally acclaimed Great Hall is consistently featured as a must-see destination in Denver. In 2012, a major renovation transformed the structure into the centerpiece of a new transit-oriented mixed-use



development, built on the site's former railyards. The historic station also includes a modern, open-air train shed, a 22-gate underground bus concourse, and a light rail platform connecting the entire metro area.

RTD's inaugural light rail line opened on October 7, 1994, connecting downtown Denver to Interstate 25. After 30 years of daily use, the agency recently completed the first phase of a multi-phased capital improvement project aimed at reconstructing the initial line's infrastructure.

In 2004, voters approved a plan to expand transit across the metro area with the passing of FasTracks. The voter-approved expansion added 122 miles of light rail and commuter rail lines, as well as 18 miles of rapid-transit bus services. More than \$5 billion was invested in the system, and efforts continue to complete RTD's remaining FasTracks projects.

To guide the agency in a transition to reduce its emissions, RTD has undertaken a robust project to develop a Facilities and Fleet Transition Plan. The work is reviewing ways to reduce emissions through a combination of revenue fleet electrification and other low/no-emissions technologies.

It is an exciting time to join RTD and be a member of a close-knit team of professionals. The agency recently completed a comprehensive organizational design and workplace assessment, with an emphasis on creating an employee-centric culture that embodies RTD's values. Several recommendations are in the implementation process to further enhance affinity for the organization.

[VIEW WEBSITE TO LEARN MORE](#)



Director, Safety and Environmental Compliance/Chief Safety Officer

POSITION OVERVIEW

The Director, Safety and Environmental Compliance/Chief Safety Officer (DSEC/CSO) is responsible for providing leadership to the Safety and Environmental Compliance Division. Reporting directly to the Deputy Chief Executive Officer (DCEO) with dotted line reporting to the General Manager and Chief Executive Officer (GM/CEO), this position ensures the safety of the agency's employees, customers, facilities, and transit network by overseeing all aspects of safety and environmental compliance, ensuring the agency adheres to federal and state law while maintaining a safe working environment by managing safety programs, conducting safety and environmental audits, and coordinating with regulatory agencies when necessary.

DUTIES AND RESPONSIBILITIES

SAFETY AND ENVIRONMENTAL COMPLIANCE

- Responsible for the development and execution of a long-term system safety strategy in alignment with the agency's mission, vision, and strategic objectives.
- Serves at the delegation of the GM/CEO as the Chief Safety Officer responsible for the

implementation, management, and execution of the Public Transportation Agency Safety Plan (PTASP) in compliance with Federal Transit Administration (FTA) and Colorado Public Utilities Commission (CPUC) requirements, and the System Safety Program Plan (SSPP) in compliance with Federal Railroad Administration (FRA) requirements.

- Acts as the primary contact with outside regulatory agencies, and is responsible for establishing, managing, and monitoring all safety standards, processes, and communication, to ensure compliance with federal and state safety oversight standards and regulations.
- Responsible for leading the full implementation and continuous improvement of the agency's Safety Management System (SMS) to identify risks and effectively manage hazards to ensure the safety of employees, customers, contractors, and the public in accordance with FTA and FRA regulations.
- Manages the Operational Risk Management (ORM) framework and safety assurance processes and outputs and coordinates ORM evaluations, investigations, and controls with attention to cross-organizational impacts.
- Leads safety incident, accident, and hazard investigations; analyzes root causes; and tracks

the implementation of corrective actions to conclusion using appropriate tracking systems.

- Oversees the collection and analysis of safety data to identify trends and measure safety performance.
- Advises the GM/CEO and executive leadership team on safety, occupational health and safety, and environmental regulations; industry best-practices; trends; and risk-mitigation options.
- Co-chairs the Joint Labor Management Safety Committee and serves as a key member of the GM/CEO's Leadership Safety Committee.
- Directs and administers the process to obtain and comply with environmental permits, reviews supporting documentation required by various agencies, and directs inventory procedures and recording of potential hazardous materials.
- Directs environmental clean-up and remediation for contaminated sites; ensures compliance with corrective action plans; assists the Chief of Police and Emergency Management's coordination of emergency preparedness and response; and advises on related standards for bus, rail, facilities and environmental operations.

POWER PEOPLE MANAGEMENT

- Recruits staff to include interviewing, hiring, assigning work, training, coaching, and counseling

to ensure consistent application of Employee Guidelines, processes, and procedures.

- Conducts performance reviews and holds employees accountable for performance of their responsibilities.
- Fosters a culture of safety and ensures compliance with all federal and state laws and regulations.
- Takes action to advance the goals of Equal Employment Opportunity, Disadvantaged Business Enterprise, Title VI and ADA Plans, thereby ensuring RTD's hiring programs, work environment, contracting and procurement practices, and transit services/programs are fair, equal, and non-discriminatory.

OTHER DUTIES AS ASSIGNED

- Provides leadership and direction to accomplish the agency's strategic goals and objectives for safety and environmental compliance.
- Identifies and resolves technical and operational issues and problems that impact the agency or its customers.
- Informs and advises the DCEO regarding current trends, problems, and activities to facilitate both short-, mid-, and long-term strategic plans as well as improve operational performance.

VISIT PAGE 10 TO LEARN HOW TO APPLY



QUALIFICATIONS

REQUIRED

- Bachelor's degree in health and safety, safety engineering, environmental health, or related engineering or physical sciences
- A minimum of ten (10) years of experience in system safety principles, industrial hygiene, safety engineering, and environmental compliance
- A minimum of five (5) years of supervisory experience in a public transit or similar regulated industry
- Public Transportation Safety Certification Training Program (PTSCTP) or ability to acquire within 12 months of hire
- National Incident Management System (NIMS) Incident Command System All-Hazards Position Specific Safety Officer training course (E/L 954)
- Demonstrated knowledge and experience with SMS
- Experience with accident investigation methodologies and reporting
- Intermediate level NIMS Certification
- Possession of, or the ability to obtain, a valid Colorado Driver's License within 6 months of start date

PREFERRED

- Master's degree in health and safety, safety engineering, environmental health, or related engineering or physical sciences
- Previous leadership experience within a complex public transit agency
- Experience leading and managing in a unionized environment

KNOWLEDGE, SKILLS, AND ABILITIES

The ideal candidate must demonstrate:

- Proficiency in data analysis and performance measurement.
- Proficiency in safety and environmental laws, regulations, and standards.
- Proficiency in capital and expense budgetary process and requirements.
- Proficiency in specification writing, RFP, and contract administration procedures.
- Proficiency with Microsoft Office Suite.
- Ability to communicate effectively, orally, and in writing.
- Ability to use sound judgment.
- Ability to manage time and workload effectively which includes planning, organizing, and prioritizing with attention to details.

An equivalent combination of education, experience, knowledge, skills, and abilities will be considered.

WORKING ENVIRONMENT AND PHYSICAL REQUIREMENTS

The work environment and physical demands described here are representative of those required by an employee to perform the essential functions of this job with or without reasonable accommodations. The work environment is a typical office environment with minimal exposure to excessive noise or adverse environmental issues. Prolonged periods sitting at a desk and working on a computer.

EXPECTED SALARY

The expected hiring salary range for this role is between \$141,115 and \$199,326, depending on experience.

ABOUT THE AREA

Denver, Colorado

Denver, called The Mile High City due to its elevation which is exactly one mile (or 5280 feet) above sea level, offers a unique blend of natural beauty, outdoor recreational opportunities, a thriving job market, and a diverse cultural scene.



NEAR MAJOR
NATIONAL
PARKS



CULTURAL
ASSETS



NATURAL
BEAUTY

Denver Colorado



Situated in the foothills of the Rocky Mountains, the city of Denver has undeniably breathtaking vistas of the surrounding high desert, river canyons, and mountainous terrain. Denver's semi-arid climate—low humidity, hot summers, and cold, snowy winters—is an ideal place to pursue a year-round, active lifestyle. Visitors and residents alike make use of the area's extensive hiking and biking trail systems, world-class skiing, camping, fishing, and kayaking on the South Platte River.

A wide range of industries (technology, healthcare, aerospace, energy, and finance) provide the backbone of Denver's strong, diverse economy. The city consistently ranks high in job growth and offers ample employment opportunities for professionals seeking career advancement. The Denver Art Museum, Denver Center for the Performing Arts, and the Clyfford Still Museum, among others, offer access to a rich tapestry of artistic and cultural experiences. The RiNo ArtPark development project, a 4.5-acre parcel along the South Platte River, hosts a variety of entertainment and educational attractions, including galleries, craft-beer festivals, and the Comal Heritage Food Incubator, a restaurant and training program for aspiring immigrant and refugee chefs and entrepreneurs.





An impressive array of professional sports teams is based in the city, too: Major League Baseball's Colorado Rockies play at the classic, outdoor Coors Field; Empower Field at Mile High is home to the NFL's Super Bowl-winning Denver Broncos; and NBA World Champion Denver Nuggets play at Ball Arena, in downtown Denver. Other major-league sports franchises include hockey (the Stanley Cup-winning Colorado Avalanche), soccer (the Colorado Rapids), lacrosse (the Colorado Mammoth), rugby (the Denver Barbarians RFC and the American Raptors), and even professional ultimate frisbee (the Colorado Summit). Denver offers a range of educational opportunities, including top-rated public and private schools, as well as several esteemed universities, colleges, and seminaries.

The combination of stunning natural surroundings, a thriving job market, recreation for active lifestyles, a vibrant cultural scene, craft beer and culinary delights, a strong sense of community, and quality education make Denver an attractive and livable city.





This is an exceptional career opportunity with a very attractive compensation and benefits package.



CLICK
HERE TO
APPLY

How to Apply

RTD is proud to be an Equal Opportunity Employer, supporting diversity, equity, and inclusion in the workplace. All applicants will be considered for employment without regard to the race, sex, disability status, or any other characteristic protected by law. Therefore, in all aspects of the employment process, RTD provides employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identify or expression, pregnancy, medical conditions related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status or other protected status in accordance with applicable law. RTD is committed to the full inclusion of all qualified individuals. As part of this commitment, RTD will assist individuals who have a disability with any reasonable accommodation requests related to employment.

Visit <https://jobs.kl2connects.com/jobs/current>, select the Denver RTD listing, and upload a letter of interest, resume, and 4 to 5 professional references (preferably supervisory and including each reference's name, title, email, phone, and relationship to you). For more information, please connect with KL2's Christian Kent at Christian@KL2Connects.com.

APPLICATION DEADLINE: 4/4/2025.

