



**Chief Safety and Security Officer  
Assistant Director of Transportation  
Broward County, FL**

# The Community

Bordering Southeast Florida's Atlantic coastline, Broward County is the seventeenth most populous county in the nation and the second largest in the state of Florida. Home to over 1.9 million people, Broward County is located between Palm Beach and Miami-Dade counties, forming the center of South Florida's largest metropolitan area in which 6.1 million people reside. Within the County's approximate 1,200 square miles are 31 municipalities, the largest of which is the county seat, Fort Lauderdale. About two-thirds of Broward County is part of the undeveloped Everglades conservation area. Broward County boasts 23 miles of pristine Atlantic coastline, and its beaches attract both the local population as well as tourists from around the world. With an average year-round temperature of 76 degrees, Broward County has a tropical climate and is a choice destination for over nineteen million visitors every year.

Broward County's warm climate, demographic diversity, robust and expanding economy, top-rated schools, colleges and universities, cutting-edge healthcare, and an advanced transportation system afford its residents an exceptional quality of life. Broward offers world-class dining, high-quality theater, cosmopolitan nightlife, and premium shopping venues, as well as an abundance of recreational activities such as golf, pickleball, soccer, deep-sea fishing, boating and vast opportunities for fun on the beach.

The Fort Lauderdale-Hollywood International Airport is in Broward County and is less than two miles from Port Everglades where most major cruise lines use as a homeport. Among Broward County's abundant retail shopping options is Sawgrass Mills, the largest one-story value retail shopping mall in the United States. For the sports enthusiast, Broward County is home to the National Hockey League's Florida Panthers, while the National Basketball Association's Miami Heat, the Major League Baseball's Miami Marlins, and the National Football League's Miami Dolphins are just a short drive or quick train ride away.

# The County Government

The Broward County government was established under Charter in 1975 as a home-rule government. The County has a Council/Manager form of government. The Broward County Board of County Commissioners is composed of nine members, elected every two years for four-year staggered terms. Commissioners are voted to the position by their district constituents through partisan elections. The Mayor and Vice-Mayor are Commission members annually elected by the Commission for one-year terms. The Commission appoints the County Administrator, the County Attorney, and the County Auditor.

The County Administrator serves as the Chief Executive Officer and manages the County's seven major operating departments: Transportation, Aviation, Resilient Environment, Finance and Administrative Services, Human Services, Port Everglades, and Public Works; eight offices and three divisions, which all together comprise over 70 lines of business. The County has nearly 7,000 employees and eight organized bargaining units. The County budget for FY24 is \$8.69 billion of which \$4.7 billion is Operating, \$3.18 billion is Capital and \$0.81 billion is Debt Service. The budget reflects strategic investments in transit, the seaport and airport, and many other critical services to residents.

# Broward County Department of Transportation

The Broward County Transportation Department is comprised of a comprehensive transportation network that ensures the safe, secure and efficient movement of its citizens.

The existing public transportation network provides approximately 26 million fixed route and express service bus trips annually, with another 2.1 trips through its Community Shuttle program. In addition, the organization is adding over 200 miles of premium service through its Premium Mobility (PREMO) plan. Under PREMO, BCT is transitioning from a bus only organization to a full multi-modal provider of public transportation with heavy rail, light rail, automated people mover systems, bus rapid transit, and high frequency bus service thus reducing the reliance on single-occupancy vehicles and helping to alleviate traffic congestion. The integration of these premium public transportation services will ensure seamless connectivity between bus services and other transit options.



BCT works closely with federal, state, and local governments, regional agencies and the community at large to address transportation needs and priorities. Moving forward BCT will have enhanced level of long-term planning and coordination with the numerous government organizations, such as: the Federal Transit Administration (FTA), Federal Railroad Administration (FRA), Transportation Security Administration (TSA), Federal Emergency Management Agency (FEMA), Florida Department of Transportation State Safety Oversight Office and the Broward County Metropolitan Planning Organization. By leveraging federal, state, and local funding, the department is able to implement innovative solutions and infrastructure improvements, enhancing the overall quality of life for Broward County residents.

## The Position

BCT is seeking to fill the position of Chief Safety and Security Officer (CSSO). This is an executive leadership position. The incumbent will advise the Chief Executive Officer/General Manager on strategic safety, security, and emergency management issues, and resolutions. The CSSO will review and analyze policies, procedures and practices and work with key stakeholders for recommendations/assistance. The CSSO will be well versed in industry standards and stay abreast of current best practices. Both internal and external customer service is paramount and special focus must be placed on key performance indicators (KPI's), trends, and responses. It is critical that the CSSO develop productive, collaborative relationships with Broward County leaders, Transportation Department leaders, Union representatives, employees, customers, and the community. The CSSO must manage in a manner that ensures BCT the safety and security of employees, customers and the community at large.

The CSSO is responsible for establishing and maintaining a safe and secure environment for employees, customers, and the public through the development, oversight, and direction of security and safety policies and procedures and programming. This CSSO is also responsible for the implementation of the Public Transportation Agency Safety Plan. This position will have oversight of accidents/collisions, provide risk assessments, and implement corrective actions. The CSSO will assess the current safety and security policies and protocols and make corrective recommendations in all areas of Broward County Transportation. The CSSO will track KPI's, analyze trends, and formulate strategy for improvement. The incumbent must have detailed knowledge of bus, rail, paratransit, non-revenue vehicle transportation modes and policies/requirements/best practices for safety and security. Local, state, and federal laws must be followed. The CSSO assures that required reporting is timely and accurate and all security and safety guidelines and manuals are current. The incumbent will utilize the safety and security team to develop and maintain comprehensive policies, procedures, and protocols for Broward County Transportation. The CSSO must be able to respond to critical incidents 24/7.

The CSSO works under limited direct supervision, leading the development and implementation of programs within organizational policies and reports major activities directly to the Department Director through verbal, written, and virtual communications. Oversight of the development of employee and customer safety plans, security plans and policies and procedures are an important responsibility, along with updates as best practices and/or as local, state, federal laws mandate.

The CSSO advises and coordinates with all Broward County Transportation (BCT) sections to ensure safety and security measures are accessible and employees are trained, assuring compliance with all transit agency requirements, local, state, federal laws, and environmental protocols. Regular unannounced inspections must be performed to audit safety and security compliance, including feedback and recommendations to assigned leadership along with keeping inspection records. Also provides training to all BCT staff related to safety and security. Responds to employee concerns related to safety and security. Responds to BCT customer concerns related to safety and security.

The CSSO establishes and maintains effective communication, liaison, and cooperative relationships with local, state, and federal governmental agencies, safety committees, labor unions, and transit associations.

# The Ideal Candidate

The ideal candidate has extensive hands-on experience developing and managing the safety, security, and emergency management programs for a modern large metropolitan public transportation system. They are a well-versed leader with the proven capability to drive organizational alignment, maximize resources, execute short and long-term goals and provide world-class service to a diverse audience.

The position requires that the leader has experience in negotiating change both internally and externally and can quickly adapt to the constantly evolving and competitive transportation industry. The CSSO must be secure working in a government environment and in a climate of total transparency. The selected candidate will be an expert in overseeing policy, safety management systems, planning, legislative and regulatory affairs, as well as environmental sustainability, performance, and efficiency imperatives. Additionally, the selected candidate will be comfortable partnering with local, state, and federal agencies. Furthermore, the selected candidate should also have knowledge on the National Public Transportation Safety Plan, Florida Statute 14-90 and the Florida Department of Transportation Fixed Guideway program standards.

Knowledge of “Just Culture” is an area the successful candidate should have direct experience with along with safety management systems and best practices for safety and security risk management. The successful candidate should be familiar with data mining, management and analytics including risk mitigation, hazard analysis and threat assessment. This candidate needs to also be experienced in emergency management, industrial hygiene, job hazard risk reduction, community outreach, public speaking and presentations, the ability to work with media as well as local and state politics, along with practical knowledge on how to reduce verbal and physical confrontations. Knowledge of the implementation of federal and state security program plans is extremely valuable and emergency & disaster planning experience is an important attribute as well. FEMA training would also be beneficial.

The ideal candidate excels in building relationships, finding innovative solutions, and developing existing and emerging solutions that fit today’s safety, security, and emergency management model while serving as a visionary leader. The CSSO is an architect and sound advisor in the future development of the County’s Transportation infrastructure and investments. The ideal candidate will lead the charge towards creative initiatives to develop a State-of-the Art program of safety and security.

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## Education, Experience and Certifications

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A bachelor’s degree from an accredited college or university, with major course work in safety systems management, engineering, organizational dynamics, industrial hygiene, consumer behavior, technology or a closely related field is required. The Public Transportation Safety Certification Training Program (PTSCTP) or ability to acquire within 12 months of hire is required. A master’s degree in one of these fields along with ten (10) years of experience in safety and security with FTA, OSHA, FRA, Aviation, Homeland Security, etc. is preferred. One year of relevant experience may be substituted for each year of required education.

Six (6) years progressively responsible experience in administration and management of one of the following areas: public transit, transportation, project management, technology, heavy-infrastructure, logistics or closely related experience. Experience related to the FTA Transit Safety and Security Certification and the FTA Project Management Oversight process for federally funded projects is preferred.

Preference for candidate with certifications from the Transportation Safety Institute (TSI), the World Safety Organization (WSO), and the American Society of Industrial Security (ASIS).



# Compensation and Benefits

The annual salary range for this position is \$151,234 to \$241,371. The starting salary will be based upon the knowledge and experience of the individual selected. The State of Florida does not have a state income tax. The County's benefits include:

- ▶ **Florida Retirement System (FRS)** – Employees have the choice of two retirement plans: the traditional pension plan with eight years of vesting or the investment plan with one year of vesting.
- ▶ **Deferred Compensation** – The County offers a voluntary 457 plan offered through three providers: Mission Square, Brighthouse Financial, and Nationwide Retirement Solutions.
- ▶ **Flexible Spending Accounts** – Eligible health expenses and dependent care accounts
- ▶ **Health Savings Accounts** – When you elect either of the High Deductible Health Plans (HDHP) and you and your enrolled spouse/domestic partner (if applicable) complete the County's 2024 Engagement Incentive, Broward County will contribute to your Health Savings Account.
- ▶ **Vacation and Sick Leave** – Leave is accrued biweekly for vacation and sick time; annualized at two weeks of vacation and 12 days of sick time; additionally, 40 hours of job basis leave is granted annually for employees exempt from overtime provisions of the Fair Labor Standards Act.
- ▶ **Holidays** – Eleven (11) holidays and two (2) personal days.
- ▶ **Insurance Coverage** – The County offers a variety of benefit plans that employees can purchase including Health, Dental, Vision, Flexible Spending Accounts, Long Term Disability, and Pre-paid Legal. The County subsidizes enrollment in Health and provides a waiver credit if applicable.
- ▶ **Life Insurance** – The County offers \$50,000 of group term life insurance. Employees can purchase additional life insurance for themselves and their dependents and spouse/domestic partner.
- ▶ **Additional Benefits** – Access to Credit Union, Employee Development and Personal Income Protection Plans are available.

For additional information on benefits, please visit: [www.broward.org/benefits](http://www.broward.org/benefits).







## How to Apply

Please apply immediately at [www.allianceRC.com](http://www.allianceRC.com). For questions and inquiries, please contact:

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