



Bay Area Rapid Transit

Invites applications for



AGM, Planning and Development

\$257,590 — \$280,468 / Annually DOQ

Post Date: Friday, November 7, 2025

An Equal Opportunity Employer - BART is an equal opportunity employer. Women, minorities, and persons with disabilities are encouraged to apply.

www.bart.gov/jobs

THE POSITION

BART is currently recruiting an Assistant General Manager, Planning and Development. This position manages and oversees districtwide planning and development activities; directs the development of projects and policies to improve and expand the BART system, including strategic planning; station area planning, customer access, sustainability, transit-oriented development and real estate; monitors performance and ensures quality customer service to the public, stakeholders and other BART departments; provides highly responsible and complex management and policy support to the General Manager; and performs related duties as assigned.



CURRENT ASSIGNMENT

This position assumes full management responsibility for all departmental services and activities of the Office of Planning and Development, including:



- Manages portfolio of projects and policies, including staff and consultants, and advance items for Executive staff and Board decision making; portfolio includes Strategic Planning, Station Area Planning, Customer Access, Sustainability (energy), Transit-Oriented Development and Real Estate.
- Ensures quality customer service to the public, stakeholders, and other BART departments.
- Participates in the development and implementation of executive office and assigned service area goals, objectives, policies and priorities.
- Establishes, within District policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.
- Assesses and monitors workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
- Oversees and manages assigned projects including setting policies, goals and objectives and determining priorities to meet those objectives.
- Oversees the work of consultants; determine scope of project; evaluate project changes and estimated costs; authorize expenditures and payments to consultants.
- Participates in the selection and evaluation of assigned personnel; provides or coordinates management staff training; works with employees to correct deficiencies; implement discipline and termination procedures.
- Participates in the development and administration of the budget for assigned programs; approves the forecast of funds needed for staffing, equipment, materials and supplies; approves expenditures and implements budgetary adjustments as appropriate and necessary.
- Justifies and defends assigned programs, policies and activities; negotiates and resolve sensitive and controversial issues.
- Represents the Office to other executive staff, departments, elected officials and outside agencies.
- Coordinates assigned activities with those of other departments and outside agencies and organizations.
- Provides staff assistance to the General Manager; participates on a variety of boards, commissions and committees; prepares and presents staff reports and other necessary correspondence.
- Attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of public transportation development services.
- Responds to and resolves difficult and sensitive citizen inquiries and complaints.
- Manages programs, contract administration, project finance and administration, strategic planning, real estate, property management and transit-oriented development.

MINIMUM QUALIFICATIONS

Education: A Bachelor's degree in Business Administration, Planning, Transportation, or a related field.

Experience: The equivalent of nine (9) years of transportation or land use planning, engineering, real estate and/or business administration experience which must have included four (4) years of management experience leading large teams with diverse portfolios.

Desirable Qualifications: Master's degree in business administration, public administration, urban and regional planning, or a related field.

Substitution: Additional professional experience as outlined above may be substituted for the education on a year-for-year basis. A college degree is preferred.

BAY AREA RAPID TRANSIT



Careers at the San Francisco Bay Area Rapid Transit District (BART) offer the satisfaction of providing an invaluable public service, while accomplishing your own career goals, earning highly competitive pay, and enjoying an unparalleled benefits program. BART, one of America's premier heavy rail public transit systems, is located in the San Francisco Metropolitan area. With over 3,500 employees and an operating budget in excess of \$900 million annually, and headquartered in the heart of downtown Oakland, California, BART has a service area covering the 4 county area of San Francisco, San Mateo, Alameda and Contra Costa, a total population of over 4 million people. BART's current fleet of 669 railcars allows it to achieve an average weekday ridership of over 430,000 passengers throughout its 46 stations. BART, a wonderful career opportunity.

ESSENTIAL RESPONSIBILITIES



Knowledge of:

- Operations, services and activities of a comprehensive, public rail transportation system and development program.
- BART Strategic Plan, policies and goals as articulated by the BART Board and General Manager.
- Priorities and preferences of General Manager, Board and external partners.
- Principles and practices of transportation planning, and/or real estate and property management.



- Methods and techniques of transportation planning, including analysis of economic and demographic factors.
- Methods and techniques for environmental review of projects.
- Knowledge of California sustainability and energy policies, and energy practices.
- Principles and practices of sustainability, resilience, energy conservation, carbon reduction, green building, and green supply chain management.
- Principles and practices of program development, implementation and administration.
- Principles and practices of contract negotiation and administration.
- Principles and practices of budget preparation and administration.
- Principles of supervision, training and performance evaluation.
- Pertinent Federal, State and local laws, codes and regulations.

BENEFITS

RETIREMENT PROGRAMS

BART's pension plan is through the California Public Employees' Retirement System (CalPERS), and provides for a 2% @ 62 retirement formula for new employees who are also new to public retirement systems. Newly hired Employees who are members of CalPERS or a reciprocal retirement system, and who qualify as defined by CalPERS will receive the 2% @55 formula.

Deferred Compensation Plan (IRC 457) is offered.

BART does not contribute to Social Security. However, BART contributes to Money Purchase Pension Plan on behalf of the employee.

MEDICAL BENEFITS

Choice of HMO & PPO through CalPERS. For most plans, you only pay a monthly premium of \$171.51 for you and your dependents.

DENTAL BENEFITS

Coverage is \$2,000 per person per calendar year with no deductible. Covered services are generally provided at 90% and 100%. Orthodontia—lifetime max of \$3,500. Premium paid by BART.

VISION BENEFITS

Premium for basic plan is paid by BART. and enhanced plan available.

VACATION

Three weeks of paid vacation after 1 year of service. Four weeks after five years of service. Five weeks after 15 years of service. Six weeks after 19 years of service.

HOLIDAYS

Nine paid statutory holidays per year
Five floating holidays per year

SICK LEAVE

Twelve days per year

LIFE INSURANCE

Coverage is two times annual base salary. Premium paid by BART. Optional coverage available

DISABILITY BENEFITS

Premium for long and short-term disability are paid by BART. Optional coverage available.

OTHER BENEFITS

Education Assistance Program
Employee Assistance Program
Free BART Transportation
Note: Benefits are subject to change.

ESSENTIAL RESPONSIBILITIES

Skills/Abilities:

- Participate in the development of executive office and assigned departmental goals, objectives and procedures.
- Analyze and assess programs, policies and operational needs and making appropriate adjustments.
- Identify and respond to sensitive community and organizational issues, concerns and needs.
- Plan, organize, direct and coordinate the work of lower-level staff.
- Delegate authority and responsibility.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Administer contractor and consultant contracts.
- Prepare clear and concise administrative and financial reports.
- Interpret and apply applicable Federal, State and local policies, laws and regulations.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of work. Articulate and defend staff position and evaluate Board member suggestions.
- Collaborate and negotiate with internal and external partners, and stakeholders, and consultants / contractors.
- Build trust, diplomacy and tact.
- Establish and maintain professional networks.

HOW TO APPLY

BART has engaged K&A, a retained executive search firm, to assist with the recruitment of the AGM, Planning and Development. If you are interested in this outstanding opportunity, please contact Gregg A. Moser, Partner at K&A, at gmoser@kapartners.com. Applications will be considered until the position is filled.

SELECTION PROCESS

Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U. S.; pass a pre-employment medical examination which includes a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check. (Does not apply to current full-time District employees unless specific job requires additional evaluations).



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